Negotiated Working Conditions In Alberta Collective Agreements 1987

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Alberta
LABOUR
Planning And Research Branch

FOREWORD

This is the seventh edition of **Negotiated Working Conditions in Alberta Collective Agreements** which was first produced in 1978. The response from users of earlier editions indicates a continuously high level of interest in information relating to working conditions as contained in the provisions of collective agreements. It is hoped that this publication will again help to meet this information need.

Since the 1984 edition, only agreements covering 100 or more employees have been included in this publication. The 1987 edition is based on an analysis of 262 agreements which cover 181,602 (66%) out of all employees covered by collective agreements under Alberta Legislation.

Again, the first section provides data on an industrial composite basis for all of the 262 agreements. The remaining sections give details on collective agreements from seven industry divisions: mining; manufacturing; construction; transportation, communications and utilities; trade; service; and public administration.

Appreciation is expressed to employers and unions for the prompt filing of collective agreements following negotiations. Their cooperation in this way makes possible the publication of more timely information.

The report was prepared by the Statistics and Information unit of the Planning and Research Branch.

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February 1987

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INTRODUCTION

Collective bargaining agreements provide a valuable source of information on the nature of working conditions and plant operations as well as job and union security in addition to many of the day to day aspects of employer-employee and union-management relationships. Also, they reflect the diversity of employment conditions among industries and companies, and the scope of the issues over which bargaining takes place. This report presents, in summary form, information on the frequency of occurrence of clauses in the selected Alberta agreements. It highlights trends, measures the prevalence and characteristics of particular provisions, and details the types and levels of non-wage benefits.

The data were obtained from the most current collective agreements on file with Alberta Labour on November 1, 1986 which cover 100 or more employees. The 262 agreements included in the study cover 181,602 employees or 66 per cent of the 277,144 employees covered by all 1,224 agreements.

In order to provide a breakdown of the information at the industry division level, the collective agreements are classified according to the Standard Industrial Classification Manual (Statistics Canada, 1970). Industry classification is based on the principal activity of the employers in Alberta. The following table indicates agreements and employees covered by the analysis as a proportion of the total by industry.

Agreements and Employees Covered in the 1987 Report
Compared to Total Number of Agreements on File

	Total Agreements on File		Agreements Included in Publication			
Industry	Number	Employees	Number	% of Total	Employees	% of Total
Mining	34	3,551	8	23.5	2,613	73.6
Manufacturing	336	24,178	76	22.6	15,887	65.7
Construction	122	53,324	23	18.9	18,758	35.2
Transp., Communication, Utilities	124	24,586	30	24.2	21,762	88.5
Trade	118	17,872	19	16.1	14,228	79.6
Service*	401**	97,646**	74	18.5	54,402	55.7
Public Administration*	89	55,987	32	35.9	53,952	96.4
Industrial Composite (Total of Above)	**1,224**	**277,144**	**262**	**21.4**	**181,602**	65.5

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* The Service Industry includes support staff, hospital and health care institution staff. Public Administration includes municipal, county, and provincial government employees. Transit, power plant, and telephone employees are included in the Transportation, Communications and Utilities Division.

** This number includes 109 teacher/academic staff association agreements covering 34,087 employees. Because of the unique nature of teacher collective agreements they are not included in the agreements analysed in this publication.

It should be noted that the employee counts given are based on information gathered at the beginning of the term of the agreements reported and may not be representative of actual employee counts now. In light of the dramatic changes in the Alberta economy in recent years it is likely that the given figures, at least in some industry sectors, are substantially changed.

The coding of collective agreement provisions for computer input requires subjective interpretation by analysts. To reduce the possibility of error, clarification was requested from the parties whenever it was required. The cooperation and assistance willingly and generously provided is much appreciated.

This publication is produced in a form which we believe provides a useful overview of the frequency and nature of negotiated working conditions in Alberta. Any inquiries regarding collective agreement information are welcome.

Further information or copies of this publication may be obtained by writing or phoning:

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DEFINITIONS

1. **DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION**
The economic regions used to indicate the geographical distribution of the collective agreements are those developed by Statistics Canada for its Labour Force Survey. Each economic region contains certain specified census divisions which have been developed by Statistics Canada for census taking purposes. Each village, town and city in Alberta is allotted a unique code so that collective agreements can be classified according to the geographical location of the bargaining unit involved. A map of Alberta showing the location of the various economic regions and census divisions is included in Appendix I.

2. **DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**
Urban centres are those towns or cities with a population of 5,000 people or more. Urban centres having collective agreements are listed by the economic regions in which they are located. Agreements covering bargaining units in locations with fewer than 5,000 people are included in the data under the heading REMAINDER.

3. **TYPE OF BARGAINING UNIT COVERED**
The following definitions were used in the analysis of collective agreements:

   Non-Office Employees "Non-Office" refers to employees in the bargaining unit performing the following types of work: production of goods and services, driver-sales work, maintenance, retail sales, warehousing and related work, fire-fighting, security, operating trucks and equipment, construction.

   Office Employees "Office" refers to employees engaged in the following types of work: office clerical and secretarial, technical, accounting, administration, drafting, data processing.

   Professional Employees "Professional" refers to employees classified as nurses, engineers, chemists, newspaper editors and reporters, writers for stage, screen, radio and television, musicians and other performing artists.

4. **UNION MEMBERSHIP REQUIREMENTS**
The following definitions were used in the analysis of collective agreements;

   Closed Shop All employees in the bargaining unit must be members of the union when hired and must remain members during employment.

   Union Shop All employees in the bargaining unit must become members of the union within a specified period and must remain members during employment.

   Modified Union Shop Same as "Union Shop", however, certain groups of employees are exempt. For example, employees hired before a certain date, those who were not members before the agreement took effect and those with religious objections.

Maintenance Of Membership requires only present and future members of the union to remain members for the duration of the agreement, or for some specified period of time. No one is required to join as a condition of continuous employment.

5. **STANDARD DAILY HOURS**
Standard daily hours refers to the daily hours in a normal work-day. If shift work is involved, it is the number of hours for day shift workers. If a compressed work week or flex time work schedule was in effect, the normal or standard hours were used for analysis.

6. **OVERTIME RATE ON SIXTH DAY**
This also refers to overtime rate on the first regularly scheduled day off in cases where a work week shorter or longer then a five-day week is in effect. The same concept holds true for "Overtime Rate on Seventh Day".

7. **PAID VACATION**
Many construction industry agreements do not specify paid time off for vacation but do provide for pay in lieu of vacation.

8. **PAID SICK LEAVE**
This table pertains to provisions in collective agreements which provide paid casual sick leave or paid short term illness leave not financed through the purchase of insurance. Clauses which provide for any type of paid sick leave plan that is financed through the purchase of insurance, paid either in whole or in part by the employer or the employee are found under Weekly Sickness and Accident Indemnity, Tables 142, 143 and 144.

9. **INJURY PAY PROVISIONS**
Injury pay provisions specify that employees injured on the job and unable to complete the shift will receive pay for the uncompleted portion of the shift.

10. **GRIEVANCE AND ARBITRATION PAY PROVISIONS**
These provisions specify that union representatives will be granted time off or will receive pay for time spent handling grievances and arbitrations.

11. **NEGOTIATION PAY PROVISIONS**
These provisions specify that union representatives will receive full or partial pay for time spent on agreement negotiations.

12. **ON-THE-JOB TRAINING PROVISIONS**
This table refers to provisions for learning a job at the work site during working hours in order to prepare present employees for advancement to higher grades. It also refers to provisions allowing non-bargaining unit employees to gain experience in production processes on a short-term basis. It does not refer to training programs for newly hired bargaining unit employees.

13. SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)

Severance Pay Plans provide a money payment, in additions to regular wages or salary earned, to employees whose employment has been terminated. The payment may be made in a lump sum or installments. Severance Pay may also be referred to as termination pay, dismissal allowance, preparation benefit and discontinuous or displacement wage. Permanent termination with loss of seniority rights always results from implementation of these plans.

Lay-Off Benefit Plans provide payments to laid off employees where the lay-off is not permanent.

14. MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS

These plans ensure employees against heavy medical expenses resulting from prolonged or serious illness or injuries. Extended health care plans provided by Blue Cross are an example.

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SECTION I

INDUSTRIAL COMPOSITE

(Includes All Agreements Analysed for this Publication)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	71	27.1	61,740	34.0
FEBRUARY	1	.4	113	.1
MARCH	24	9.2	41,680	23.0
APRIL	3	1.1	1,378	.8
MAY	1	.4	101	.1
JUNE	5	1.9	771	.4
JULY	2	.8	4,197	2.3
AUGUST	2	.8	528	.3
SEPTEMBER	1	.4	322	.2
OCTOBER	3	1.1	2,763	1.5
NOVEMBER	6	2.3	1,377	.8
DECEMBER	23	8.8	8,510	4.7
1987	102	38.9	62,407	34.4
JANUARY	4	1.5	5,393	3.0
FEBRUARY	12	4.6	5,385	3.0
MARCH	21	8.0	10,780	5.9
APRIL	8	3.1	1,979	1.1
MAY	2	.8	285	.2
JUNE	15	5.7	7,057	3.9
JULY	6	2.3	1,141	.6
AUGUST	4	1.5	1,140	.6
SEPTEMBER	3	1.1	6,606	3.6
OCTOBER	4	1.5	578	.3
NOVEMBER	2	.8	290	.2
DECEMBER	21	8.0	21,773	12.0
1988	86	32.8	56,195	30.9
JANUARY	7	2.7	9,730	5.4
FEBRUARY	4	1.5	933	.5
MARCH	26	9.9	16,082	8.9
APRIL	11	4.2	6,995	3.9
MAY	4	1.5	3,045	1.7
JUNE	7	2.7	2,989	1.6
JULY	3	1.1	772	.4
AUGUST	3	1.1	1,402	.8
SEPTEMBER	1	.4	200	.1
OCTOBER	6	2.3	2,842	1.6
NOVEMBER	1	.4	116	.1
DECEMBER	13	5.0	11,089	6.1
1989 AND LATER	3	1.1	1,260	.7
MARCH	1	.4	125	.1
MAY	1	.4	135	.1
SEPTEMBER	1	.4	1,000	.6
TOTAL	262	100.0	181,602	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	10	3.8	1,752	1.0
CENSUS DIVISION NO. 1	9	3.4	1,572	.9
CENSUS DIVISION NO. 4	1	.4	180	.1
LETHBRIDGE	13	5.0	3,012	1.7
CENSUS DIVISION NO. 2	11	4.2	2,712	1.5
CENSUS DIVISION NO. 3	1	.4	150	.1
MULTIPLE CENSUS DIVISIONS	1	.4	150	.1
CALGARY / DRUMHELLER	63	24.0	32,959	18.1
CENSUS DIVISION NO. 6	63	24.0	32,959	18.1
THE PARKS	9	3.4	2,172	1.2
CENSUS DIVISION NO. 9	2	.8	480	.3
CENSUS DIVISION NO. 14	6	2.3	1,436	.8
MULTIPLE CENSUS DIVISIONS	1	.4	256	.1
RED DEER / WAINWRIGHT	9	3.4	2,107	1.2
CENSUS DIVISION NO. 8	9	3.4	2,107	1.2
EDMONTON / LLOYDMIN.	82	31.3	41,942	23.1
CENSUS DIVISION NO. 10	1	.4	150	.1
CENSUS DIVISION NO. 11	78	29.8	40,896	22.5
MULTIPLE CENSUS DIVISIONS	3	1.1	896	.5
PEACE RIVER	8	3.1	1,167	.6
CENSUS DIVISION NO. 15	8	3.1	1,167	.6
ATHABASCA	7	2.7	3,166	1.7
CENSUS DIVISION NO. 12	7	2.7	3,166	1.7
INTER-REGIONAL	18	6.9	5,203	2.9
PROVINCE WIDE	43	16.4	88,122	48.5
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 1 in the Definition at page viii.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE *

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	10	3.8	1,752	1.0
MEDICINE HAT	7	2.7	1,030	.6
REMAINDER	3	1.1	722	.4
LETHBRIDGE	13	5.0	3,012	1.7
LETHBRIDGE	10	3.8	2,562	1.4
TABER	1	.4	150	.1
REMAINDER	2	.8	300	.2
CALGARY / DRUMHELLER	63	24.0	32,959	18.1
CALGARY	59	22.5	32,329	17.8
REMAINDER	4	1.5	630	.3
THE PARKS	9	3.4	2,172	1.2
HINTON	3	1.1	864	.5
REMAINDER	6	2.3	1,308	.7
RED DEER / WAINWRIGHT	9	3.4	2,107	1.2
RED DEER	6	2.3	1,530	.8
REMAINDER	3	1.1	577	.3
EDMONTON / LLOYDMIN.	82	31.3	41,942	23.1
EDMONTON	71	27.1	39,332	21.7
FORT SASKATCHEWAN	2	.8	755	.4
PARKLAND COUNTY NO 31	1	.4	300	.2
SPRUCE GROVE	1	.4	100	.1
ST ALBERT	2	.8	290	.2
REMAINDER	5	1.9	1,165	.6
PEACE RIVER	8	3.1	1,167	.6
REMAINDER	8	3.1	1,167	.6
ATHABASCA	7	2.7	3,166	1.7
FORT MCMURRAY	4	1.5	1,735	1.0
REMAINDER	3	1.1	1,431	.8
TWO OR MORE REGIONS	18	6.9	5,203	2.9
PROVINCE WIDE	43	16.4	88,122	48.5
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 2 in the Definition at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	36	13.7	47,386	26.1
AARNA	3	1.1	5,920	3.3
ALTA BRHD DAIRY EMPLOYEES	2	.8	314	.2
AMALGAMATED TRANSIT	4	1.5	4,103	2.3
BAKERY WORKERS	1	.4	121	.1
BOILERMAKERS	5	1.9	2,512	1.4
BREWERY WORKERS	1	.4	130	.1
BRICKLAYERS	2	.8	800	.4
C. U. P. E.	29	11.1	19,321	10.6
C.L.C. DIRECTLY CHARTERED	1	.4	350	.2
CANADIAN PAPERWORKERS	1	.4	478	.3
CARPENTERS	3	1.1	330	.2
ELECTRICAL WORKERS	9	3.4	16,408	9.0
EMPLOYEES ASSOCIATION	40	15.3	26,677	14.7
ENERGY & CHEMICAL WORKERS	12	4.6	2,549	1.4
FIREFIGHTERS	2	.8	2,088	1.1
GARMENT WORKERS	1	.4	500	.3
GLASSWORKERS	2	.8	542	.3
GRAPHIC COMMUNICATIONS	1	.4	115	.1
HEALTH SCIENCE ASSOCIATION	3	1.1	4,520	2.5
HEAVY EQUIPMENT TRADES	1	.4	600	.3
HOTEL & RESTAURANT EMPL	2	.8	325	.2
IRON WORKERS	5	1.9	1,614	.9
LABOURERS	3	1.1	570	.3
LADIES' GARMENT WORKERS	1	.4	133	.1
MACHINISTS	1	.4	128	.1
MINE WORKERS	1	.4	262	.1
MULTI-UNION	6	2.3	1,986	1.1
OIL WORKERS, MCMURRAY INDEP.	1	.4	1,000	.6
OPERATING ENGINEERS	7	2.7	4,602	2.5
PAINTERS & GLAZIERS	3	1.1	649	.4
PLUMBERS	1	.4	600	.3
RAILWAY WORKERS	4	1.5	846	.5
RETAIL WHOLESALE UNION	4	1.5	600	.3

CONTINUED...

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS
(...CONTINUED)

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
RUBBER WORKERS	1	.4	110	.1
SHEET METAL WORKERS	2	.8	1,228	.7
STEELWORKERS	8	3.1	1,718	.9
TEAMSTERS	12	4.6	2,887	1.6
UNITED FOOD & COMM. WORKERS	28	10.7	13,932	7.7
UNITED NURSES OF ALBERTA	6	2.3	11,628	6.4
WOODWORKERS	7	2.7	1,020	.6
TOTAL	262	100.0	181,602	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	19	7.3	37,607	20.7
ONE YEAR	25	9.5	10,661	5.9
BETWEEN ONE AND TWO YEARS	38	14.5	33,669	18.5
TWO YEARS	115	43.9	62,795	34.6
BETWEEN TWO AND THREE YEARS	23	8.8	15,899	8.8
THREE YEARS	32	12.2	17,262	9.5
MORE THAN THREE YEARS	10	3.8	3,709	2.0
TOTAL	262	100.0	181,602	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	106	40.5	14,295	7.9
200 - 499 EMPLOYEES	81	30.9	25,135	13.8
500 - 999 EMPLOYEES	27	10.3	19,100	10.5
1,000 OR MORE EMPLOYEES	48	18.3	123,072	67.8
TOTAL	262	100.0	181,602	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	175	66.8	85,991	47.4
OFFICE EMPLOYEES	9	3.4	26,934	14.8
PROFESSIONAL EMPLOYEES	13	5.0	19,898	11.0
NON-OFFICE AND OFFICE EMPLOYEES	49	18.7	37,447	20.6
NON-OFFICE AND PROFESSIONAL EMPLOYEES	3	1.1	770	.4
OFFICE AND PROFESSIONAL EMPLOYEES	6	2.3	3,109	1.7
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	7	2.7	7,453	4.1
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 3 in the Definition at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	25.2	31,027	17.1
UNION MEMBERSHIP	84	32.1	72,092	39.7
RACE, RELIGION	1	.4	157	.1
RACE, RELIGION, UNION MEMBERSHIP	2	.8	405	.2
RACE, RELIGION, UNION MEMBERSHIP, SEX	1	.4	100	.1
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	4	1.5	627	.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	4	1.5	948	.5
RACE, RELIGION, NATIONALITY, SEX	8	3.1	3,107	1.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	19	7.3	11,586	6.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	12	4.6	11,985	6.6
RACE, RELIGION, NATIONALITY, SEX, AGE	3	1.1	972	.5
RACE, RELIGION, UNION MEMBERSHIP, AGE, MARITAL STATUS	2	.8	539	.3
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	.4	418	.2
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	.4	105	.1
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	39	14.9	36,970	20.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	3	1.1	1,358	.7
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	2	.8	2,916	1.6
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	6	2.3	1,240	.7
OTHER	4	1.5	5,050	2.8
TOTAL	262	100.0	181,602	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	7.6	7,407	4.1
GENERAL STATEMENT OF MANAGEMENT RIGHTS	32	12.2	18,531	10.2
ENUMERATED LIST OF MANAGEMENT RIGHTS	35	13.4	11,698	6.4
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	69	26.3	71,431	39.3
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	106	40.5	72,535	39.9
TOTAL	262	100.0	181,602	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	30.2	60,929	33.6
CLOSED SHOP	24	9.2	20,598	11.3
UNION SHOP	94	35.9	30,288	16.7
MODIFIED UNION SHOP	32	12.2	45,162	24.9
MAINTENANCE OF MEMBERSHIP	25	9.5	14,704	8.1
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	8	3.1	9,921	5.5
TOTAL	262	100.0	181,602	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	3.4	2,377	1.3
DUES CHECK-OFF ONLY	125	47.7	121,347	66.8
DUES AND INITIATION FEES	53	20.2	24,535	13.5
DUES AND ASSESSMENTS	11	4.2	5,214	2.9
DUES AND FINES	2	.8	263	.1
DUES, INITIATION FEES AND ASSESSMENTS	54	20.6	24,806	13.7
DUES, INITIATION FEES AND FINES	1	.4	500	.3
DUES, INITIATION FEES, ASSESSMENTS AND FINES	7	2.7	2,560	1.4
TOTAL	262	100.0	181,602	100.0

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*For explanation see Number 4 in the Definition at page viii.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	5.7	4,725	2.6
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	201	76.7	156,477	86.2
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	4	1.5	4,536	2.5
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	2	.8	1,392	.8
COMPULSORY FOR UNION MEMBERS	3	1.1	557	.3
COMPULSORY FOR NEW EMPLOYEES	7	2.7	3,004	1.7
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	3	1.1	503	.3
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	11	4.2	4,667	2.6
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	16	6.1	5,741	3.2
TOTAL	262	100.0	181,602	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	12.6	23,259	12.8
30 CALENDAR DAYS	25	9.5	11,540	6.4
45 CALENDAR DAYS	1	.4	335	.2
60 CALENDAR DAYS	8	3.1	1,419	.8
90 CALENDAR DAYS	11	4.2	4,789	2.6
120 CALENDAR DAYS	7	2.7	3,973	2.2
130 CALENDAR DAYS	1	.4	131	.1
150 CALENDAR DAYS	2	.8	875	.5
180 CALENDAR DAYS	2	.8	710	.4
15 WORKING DAYS/SHIFTS	1	.4	130	.1
30 WORKING DAYS/SHIFTS	6	2.3	919	.5
40 WORKING DAYS/SHIFTS	1	.4	119	.1
42 WORKING DAYS/SHIFTS	1	.4	4,038	2.2
45 WORKING DAYS/SHIFTS	5	1.9	1,368	.8
55 WORKING DAYS/SHIFTS	1	.4	125	.1
60 WORKING DAYS/SHIFTS	21	8.0	7,087	3.9
65 WORKING DAYS/SHIFTS	15	5.7	23,627	13.0
68 WORKING DAYS/SHIFTS	1	.4	100	.1
80 WORKING DAYS/SHIFTS	1	.4	380	.2
90 WORKING DAYS/SHIFTS	10	3.8	2,457	1.4
130 WORKING DAYS/SHIFTS	1	.4	175	.1
10 WEEKS	1	.4	125	.1
2 MONTHS	1	.4	150	.1
3 MONTHS	27	10.3	13,058	7.2
4 MONTHS	2	.8	550	.3
5 MONTHS	1	.4	335	.2
6 MONTHS	40	15.3	49,792	27.4
12 MONTHS	7	2.7	11,584	6.4
15 MONTHS	1	.4	1,100	.6
VARIES BY OCCUPATION OR CLASSIFICATION	19	7.3	14,013	7.7
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	4	1.5	1,302	.7
NOT SPECIFIED	2	.8	1,286	.7
OTHER	3	1.1	751	.4
TOTAL	262	100.0	181,602	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	27.5	74,559	41.1
COMPANY	55	21.0	39,435	21.7
PLANT	21	8.0	3,746	2.1
DEPARTMENT	22	8.4	20,555	11.3
JOB OR OCCUPATIONAL CLASSIFICATION	8	3.1	2,731	1.5
COMBINATION OF COMPANY AND PLANT	4	1.5	647	.4
COMBINATION OF COMPANY AND DEPARTMENT	7	2.7	1,906	1.0
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	3	1.1	630	.3
COMBINATION OF PLANT AND DEPARTMENT	23	8.8	6,977	3.8
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	.8	565	.3
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	5	1.9	2,645	1.5
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	2	.8	235	.1
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	1.1	2,603	1.4
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	1.5	5,200	2.9
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	1.1	718	.4
NOT SPECIFIED	28	10.7	18,450	10.2
TOTAL	262	100.0	181,602	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	27.9	43,590	24.0
3 MONTHS	3	1.1	931	.5
6 MONTHS	60	22.9	66,608	36.7
9 MONTHS	4	1.5	1,854	1.0
12 MONTHS	73	27.9	50,535	27.8
18 MONTHS	2	.8	305	.2
24 MONTHS	10	3.8	9,232	5.1
48 MONTHS	1	.4	111	.1
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	22	8.4	3,865	2.1
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	6	2.3	1,125	.6
RECALL RIGHTS EXTENDED INDEFINITELY	1	.4	256	.1
NO R52ERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	7	2.7	3,190	1.8
TOTAL	262	100.0	181,602	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	119	45.4	61,991	34.1
1 HOURS	4	1.5	2,028	1.1
2 HOURS	2	.8	350	.2
24 HOURS	2	.8	219	.1
30 HOURS	1	.4	285	.2
48 HOURS	2	.8	334	.2
3 CALENDAR DAYS	2	.8	532	.3
7 CALENDAR DAYS	2	.8	3,006	1.7
10 CALENDAR DAYS	1	.4	900	.5
14 CALENDAR DAYS	30	11.5	65,396	36.0
15 CALENDAR DAYS	1	.4	150	.1
21 CALENDAR DAYS	4	1.5	2,028	1.1
28 CALENDAR DAYS	1	.4	400	.2
30 CALENDAR DAYS	4	1.5	1,218	.7
2 WORKING DAYS/SHIFTS	1	.4	115	.1
3 WORKING DAYS/SHIFTS	2	.8	598	.3
5 WORKING DAYS/SHIFTS	4	1.5	537	.3
10 WORKING DAYS/SHIFTS	13	5.0	5,798	3.2
20 WORKING DAYS/SHIFTS	5	1.9	2,225	1.2
30 WORKING DAYS/SHIFTS	3	1.1	1,642	.9
1 WEEKS	3	1.1	421	.2
2 WEEKS	11	4.2	8,531	4.7
3 WEEKS	1	.4	420	.2
4 WEEKS	2	.8	300	.2
12 WEEKS	1	.4	180	.1
VARIES WITH LENGTH OF SERVICE	38	14.5	21,076	11.6
NOT SPECIFIED	1	.4	342	.2
OTHER	2	.8	580	.3
TOTAL	262	100.0	181,602	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	174	66.4	122,991	67.7
2 DAYS PAY	1	.4	115	.1
5 DAYS PAY	2	.8	257	.1
7 DAYS PAY	1	.4	2,788	1.5
10 DAYS PAY	16	6.1	8,560	4.7
14 DAYS PAY	9	3.4	12,737	7.0
15 DAYS PAY	2	.8	830	.5
20 DAYS PAY	3	1.1	1,975	1.1
21 DAYS PAY	2	.8	1,002	.6
30 DAYS PAY	3	1.1	468	.3
TWO WEEKS PAY	13	5.0	12,445	6.9
THREE WEEKS PAY	2	.8	546	.3
	1	.4	285	.2
VARIES WITH LENGTH OF SERVICE	27	10.3	15,173	8.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	130	.1
NOT SPECIFIED	2	.8	250	.1
OTHER	3	1.1	1,050	.6
TOTAL	262	100.0	181,602	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	172	65.6	81,264	44.7
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	18	6.9	19,589	10.8
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	71	27.1	80,264	44.2
ACCORDING TO LEGISLATION	1	.4	485	.3
TOTAL	262	100.0	181,602	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	30.5	80,356	44.2
R52ERENCE TO DURATION OF SENIORITY	1	.4	190	.1
48 HOURS	1	.4	1,000	.6
72 HOURS	1	.4	135	.1
3 CALENDAR DAYS	10	3.8	3,105	1.7
4 CALENDAR DAYS	1	.4	350	.2
5 CALENDAR DAYS	21	8.0	8,087	4.5
6 CALENDAR DAYS	3	1.1	819	.5
7 CALENDAR DAYS	30	11.5	17,911	9.9
8 CALENDAR DAYS	11	4.2	15,775	8.7
10 CALENDAR DAYS	9	3.4	14,135	7.8
14 CALENDAR DAYS	4	1.5	1,598	.9
30 CALENDAR DAYS	1	.4	3,843	2.1
2 WORKING DAYS/SHIFTS	3	1.1	447	.2
3 WORKING DAYS/SHIFTS	16	6.1	3,410	1.9
5 WORKING DAYS/SHIFTS	34	13.0	13,569	7.5
6 WORKING DAYS/SHIFTS	7	2.7	3,381	1.9
7 WORKING DAYS/SHIFTS	4	1.5	693	.4
10 WORKING DAYS/SHIFTS	3	1.1	1,281	.7
1 WEEKS	2	.8	356	.2
2 WEEKS	1	.4	180	.1
4 WEEKS	1	.4	126	.1
NOT SPECIFIED	15	5.7	9,039	5.0
OTHER	3	1.1	1,816	1.0
TOTAL	262	100.0	181,602	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	25.6	69,737	38.4
SOLE FACTOR	7	2.7	2,369	1.3
PRIMARY FACTOR	56	21.4	15,092	8.3
SECONDARY FACTOR	98	37.4	67,742	37.3
EQUAL FACTOR	1	.4	100	.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	32	12.2	26,300	14.5
OTHER	1	.4	262	.1
TOTAL	262	100.0	181,602	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	122	46.6	85,426	47.0
SOLE FACTOR	10	3.8	8,834	4.9
PRIMARY FACTOR	37	14.1	11,371	6.3
SECONDARY FACTOR	60	22.9	48,922	26.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	33	12.6	27,049	14.9
TOTAL	262	100.0	181,602	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	16.0	26,555	14.6
SOLE FACTOR	69	26.3	47,280	26.0
PRIMARY FACTOR	100	38.2	88,205	48.6
SECONDARY FACTOR	40	15.3	12,273	6.8
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	11	4.2	7,289	4.0
TOTAL	262	100.0	181,602	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	.4	138	.1
EMPLOYEE ONLY	50	19.1	71,642	39.5
UNION REPRESENTATIVE ONLY	11	4.2	3,255	1.8
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	178	67.9	89,492	49.3
UNION ONLY	7	2.7	2,782	1.5
EMPLOYEE OR UNION REPRESENTATIVE	9	3.4	10,400	5.7
GRIEVANCE COMMITTEE ONLY	2	.8	2,620	1.4
CHOICE BETWEEN SEVERAL PROCEDURES	3	1.1	1,132	.6
OTHER	1	.4	141	.1
TOTAL	262	100.0	181,602	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	142	54.2	93,461	51.5
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	89	34.0	78,190	43.1
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	15	5.7	4,984	2.7
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	8	3.1	2,406	1.3
OTHER	8	3.1	2,561	1.4
TOTAL	262	100.0	181,602	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	3.1	3,731	2.1
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	46	17.6	17,639	9.7
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	127	48.5	59,953	33.0
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	81	30.9	100,279	55.2
TOTAL	262	100.0	181,602	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	3.1	2,414	1.3
FOUR DAYS A WEEK	2	.8	3,143	1.7
FIVE DAYS A WEEK	222	84.7	153,709	84.6
FIVE AND ONE-HALF DAYS A WEEK	1	.4	101	.1
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	21	8.0	19,132	10.5
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	5	1.9	1,498	.8
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	3	1.1	1,605	.9
TOTAL	262	100.0	181,602	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	1.5	1,700	.9
6-3/4 HOURS	2	.8	369	.2
7 HOURS	11	4.2	3,858	2.1
7-1/4 HOURS	5	1.9	9,509	5.2
7-3/10 HOURS	1	.4	121	.1
7-1/2 HOURS	9	3.4	9,111	5.0
7-3/4 HOURS	28	10.7	31,333	17.3
8 HOURS	120	45.8	42,542	23.4
9-1/2 HOURS	2	.8	3,143	1.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	63	24.0	72,092	39.7
VARIES FOR DIFFERENT SEASONS	10	3.8	5,231	2.9
NOT SPECIFIED	6	2.3	2,460	1.4
OTHER	1	.4	133	.1
TOTAL	262	100.0	181,602	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	1.1	1,290	.7
33-3/4 HOURS	2	.8	369	.2
35 HOURS	14	5.3	6,770	3.7
36-1/4 HOURS	7	2.7	10,322	5.7
36-1/2 HOURS	1	.4	121	.1
37 HOURS	8	3.1	4,877	2.7
37-1/2 HOURS	7	2.7	6,549	3.6
38 HOURS	4	1.5	7,021	3.9
38-3/4 HOURS	28	10.7	31,333	17.3
40 HOURS	131	50.0	46,000	25.3
42 HOURS	1	.4	150	.1
44 HOURS	3	1.1	3,776	2.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	49	18.7	61,031	33.6
VARIES FOR DIFFERENT SEASONS	4	1.5	1,993	1.1
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 5 in the Definiation at page ix.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	179	68.3	134,679	74.2
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	9	3.4	3,943	2.2
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	3	1.1	358	.2
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	.4	1,136	.6
MEAL PERIOD PAID ON 3RD SHIFT ONLY	3	1.1	851	.5
MEAL PERIOD PAID ON OVERTIME WORK	52	19.8	34,828	19.2
THREE SHIFTS AND OVERTIME	5	1.9	1,984	1.1
2ND AND 3RD SHIFTS	3	1.1	983	.5
CALL-IN CALL-BACK AND OVERTIME	1	.4	189	.1
2ND AND 3RD SHIFT AND OVERTIME	4	1.5	2,105	1.2
OTHER	2	.8	546	.3
TOTAL	262	100.0	181,602	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	160	61.1	74,025	40.8
PROVISION FOR FLEX-TIME	6	2.3	1,534	.8
PROVISION FOR COMPRESSED WORK-WEEK	57	21.8	41,546	22.9
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	38	14.5	63,044	34.7
OTHER	1	.4	1,453	.8
TOTAL	262	100.0	181,602	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	2.3	1,437	.8
TIME AND ONE-HALF	40	15.3	11,881	6.5
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	3	1.1	650	.4
DOUBLE TIME AFTER 2 HOURS	50	19.1	29,796	16.4
DOUBLE TIME AFTER 3 HOURS	17	6.5	7,935	4.4
DOUBLE TIME AFTER 4 HOURS	12	4.6	1,681	.9
DOUBLE TIME AFTER 5 HOURS	6	2.3	880	.5
DOUBLE TIME AFTER 8 HOURS	1	.4	100	.1
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
OTHER	1	.4	218	.1
DOUBLE TIME	31	11.8	15,303	8.4
DOUBLE TIME INCREASED TO				
2.50 TIME AFTER 4 HOURS	1	.4	6,000	3.3
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
1.50 TIME OFF OR PAY AT 1.50 TIME	5	1.9	2,356	1.3
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	28	10.7	40,617	22.4
2.00 TIME/PAY AFTER 3 HOURS	9	3.4	19,600	10.8
2.00 TIME/PAY AFTER 4 HOURS	5	1.9	818	.5
2.00 TIME/PAY AFTER 5 HOURS	1	.4	180	.1
OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	21	8.0	20,406	11.2
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	1,404	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	5.0	8,445	4.7
NOT SPECIFIED	3	1.1	3,866	2.1
OTHER	5	1.9	7,018	3.9
TOTAL	262	100.0	181,602	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	124	47.3	104,368	57.5
TIME AND ONE-HALF	51	19.5	12,938	7.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	.8	500	.3
DOUBLE TIME AFTER 2 HOURS	12	4.6	10,576	5.8
DOUBLE TIME AFTER 3 HOURS	3	1.1	346	.2
DOUBLE TIME AFTER 4 HOURS	4	1.5	545	.3
DOUBLE TIME AFTER 5 HOURS	3	1.1	1,525	.8
DOUBLE TIME AFTER 8 HOURS	2	.8	280	.2
DOUBLE TIME AFTER 10 HOURS	1	.4	125	.1
DOUBLE TIME AFTER 16 HOURS	1	.4	130	.1
DOUBLE TIME	24	9.2	19,653	10.8
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	.4	674	.4
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	150	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	8	3.1	5,319	2.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	.4	250	.1
2.00 TIME/PAY AFTER 20 HOURS	1	.4	1,450	.8
2.00 TIME/PAY AFTER 40 HOURS	1	.4	128	.1
OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	10	3.8	8,816	4.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.9	2,152	1.2
NOT SPECIFIED	2	.8	3,689	2.0
OTHER	4	1.5	7,798	4.3
TOTAL	262	100.0	181,602	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	192	73.3	155,536	85.6
TIME AND ONE-HALF	24	9.2	4,840	2.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	250	.1
DOUBLE TIME AFTER 4 HOURS	7	2.7	2,538	1.4
DOUBLE TIME AFTER 5 HOURS	1	.4	125	.1
DOUBLE TIME AFTER 8 HOURS	4	1.5	530	.3
DOUBLE TIME	20	7.6	14,032	7.7
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
EQUIVALENT TIME OFF	1	.4	120	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	1	.4	1,200	.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	1.1	720	.4
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	.4	160	.1
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	150	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
OTHER	3	1.1	390	.2
TOTAL	262	100.0	181,602	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	62.6	144,175	79.4
TIME AND ONE-HALF	6	2.3	1,372	.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	250	.1
DOUBLE TIME AFTER 5 HOURS	1	.4	125	.1
DOUBLE TIME AFTER 8 HOURS	1	.4	100	.1
DOUBLE TIME	67	25.6	23,230	12.8
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
DOUBLE TIME AND ONE-HALF	5	1.9	1,775	1.0
EQUIVALENT TIME OFF	1	.4	120	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	1	.4	1,200	.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	1.5	1,205	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.1	4,652	2.6
OTHER	5	1.9	2,590	1.4
TOTAL	262	100.0	181,602	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	135	51.5	66,250	36.5
TIME AND ONE-HALF	19	7.3	8,915	4.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	6	2.3	4,270	2.4
DOUBLE TIME AFTER 3 HOURS	5	1.9	4,888	2.7
DOUBLE TIME AFTER 4 HOURS	3	1.1	353	.2
DOUBLE TIME AFTER 7 3/4 HOURS	1	.4	275	.2
DOUBLE TIME AFTER 8 HOURS	2	.8	730	.4
DOUBLE TIME	26	9.9	9,697	5.3
1.50 TIME OFF OR PAY AT 1.50 TIME	10	3.8	4,662	2.6
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	6	2.3	1,517	.8
2.00 TIME/PAY AFTER 3 HOURS	5	1.9	9,386	5.2
2.00 TIME/PAY AFTER 4 HOURS	2	.8	318	.2
2.00 TIME/PAY AFTER 7 1/4 HOURS	1	.4	680	.4
2.00 TIME/PAY AFTER 7 3/4 HOURS	3	1.1	11,035	6.1
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	4.6	32,451	17.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	17	6.5	15,270	8.4
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	1,404	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.5	2,833	1.6
OTHER	4	1.5	6,668	3.7
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 6 in the Definition at page ix.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	130	49.6	61,667	34.0
TIME AND ONE-HALF	9	3.4	1,970	1.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	5	1.9	4,170	2.3
DOUBLE TIME AFTER 3 HOURS	2	.8	4,262	2.3
DOUBLE TIME AFTER 4 HOURS	1	.4	120	.1
DOUBLE TIME AFTER 7 3/4 HOURS	1	.4	275	.2
DOUBLE TIME	45	17.2	21,891	12.1
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	3	1.1	1,321	.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	6	2.3	1,517	.8
2.00 TIME/PAY AFTER 3 HOURS	2	.8	1,650	.9
2.00 TIME/PAY AFTER 4 HOURS	2	.8	318	.2
2.00 TIME/PAY AFTER 7 3/4 HOURS	3	1.1	11,035	6.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	40	15.3	59,478	32.8
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	2	.8	1,771	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.5	2,833	1.6
OTHER	6	2.3	7,106	3.9
TOTAL	262	100.0	181,602	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	165	63.0	130,133	71.7
$ 1.50 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	130	.1
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	422	.2
$ 4.00 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	.4	2,520	1.4
$ 4.50 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	.4	295	.2
$ 5.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	380	.2
1-1/2 HOURS OF OVERTIME	2	.8	1,110	.6
2 HOURS OF OVERTIME	3	1.1	375	.2
UNSPECIFIED HOURS	3	1.1	1,014	.6
$ 5.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	335	.2
$ 5.90 PER MEAL PAID AFTER				
UNSPECIFIED HOURS	4	1.5	1,052	.6
$ 6.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	.8	3,980	2.2
$ 6.25 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	126	.1
$ 6.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	.8	4,031	2.2
$ 6.75 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	1,450	.8
$ 7.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	125	.1
3 HOURS OF OVERTIME	1	.4	110	.1
$10.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	240	.1
$ 3.30 PER MEAL PAID OR SUPPLIED AFTER				
3 HOURS OF OVERTIME	1	.4	1,100	.6
$ 4.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	175	.1
$ 4.80 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	110	.1
$ 5.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	2	.8	325	.2
1-1/2 HOURS OF OVERTIME	2	.8	365	.2
2 HOURS OF OVERTIME	2	.8	345	.2
UNSPECIFIED HOURS	1	.4	700	.4
$ 6.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	.4	116	.1
$ 7.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	150	.1

CONTINUED...

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS
(...CONTINUED)

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
$ 7.50 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	220	.1
3 HOURS OF OVERTIME	1	.4	300	.2
$ 8.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	3	1.1	478	.3
$ 9.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	111	.1
$12.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	200	.1
AMOUNT NOT SPECIFIED, PAID AFTER				
2 HOURS OF OVERTIME	2	.8	300	.2
4 HOURS OF OVERTIME	1	.4	345	.2
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	3	1.1	1,176	.6
1-1/2 HOURS OF OVERTIME	1	.4	140	.1
2 HOURS OF OVERTIME	30	11.5	14,895	8.2
2-1/2 HOURS OF OVERTIME	1	.4	2,000	1.1
3 HOURS OF OVERTIME	2	.8	1,105	.6
4 HOURS OF OVERTIME	4	1.5	789	.4
5 HOURS OF OVERTIME	1	.4	100	.1
UNSPECIFIED HOURS	3	1.1	3,936	2.2
OTHER	3	1.1	4,293	2.4
TOTAL	262	100.0	181,602	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	192	73.3	148,393	81.7
PROVISION EXISTS	70	26.7	33,209	18.3
TOTAL	262	100.0	181,602	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	198	75.6	126,171	69.5
AMOUNT PER HOUR				
$.25	5	1.9	1,462	.8
$.30	2	.8	1,888	1.0
$.35	1	.4	250	.1
$.40	1	.4	113	.1
$.50	27	10.3	34,628	19.1
$.60	1	.4	100	.1
$1.00	3	1.1	1,386	.8
$1.15	1	.4	200	.1
$1.25	2	.8	293	.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	7	2.7	1,472	.8
DOUBLE TIME	3	1.1	2,400	1.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,500	1.9
NOT SPECIFIED	2	.8	941	.5
OTHER	8	3.1	6,798	3.7
TOTAL	262	100.0	181,602	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	64.9	101,875	56.1
AMOUNT PER HOUR				
$.25	5	1.9	1,462	.8
$.26	1	.4	422	.2
$.30	1	.4	175	.1
$.35	2	.8	1,963	1.1
$.40	2	.8	763	.4
$.50	27	10.3	34,628	19.1
$.56	1	.4	1,404	.8
$.60	1	.4	100	.1
$.75	1	.4	121	.1
$1.00	9	3.4	6,525	3.6
$1.25	6	2.3	1,094	.6
$1.50	1	.4	180	.1
$1.55	1	.4	200	.1
$2.00	3	1.1	1,386	.8
PER CENT OF WAGES				
50.0 PER CENT	1	.4	2,739	1.5
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	.4	1,500	.8
TIME AND ONE-HALF	12	4.6	7,456	4.1
DOUBLE TIME	6	2.3	4,860	2.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,500	1.9
NOT SPECIFIED	3	1.1	2,394	1.3
OTHER	7	2.7	6,855	3.8
TOTAL	262	100.0	181,602	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	14.5	14,862	8.2
AMOUNT PER HOUR				
$.10	1	.4	285	.2
$.15	2	.8	1,220	.7
$.20	1	.4	262	.1
$.23	1	.4	130	.1
$.25	11	4.2	2,106	1.2
$.28	1	.4	674	.4
$.30	12	4.6	4,909	2.7
$.31	9	3.4	1,959	1.1
$.35	16	6.1	8,466	4.7
$.37	1	.4	121	.1
$.40	16	6.1	12,931	7.1
$.44	1	.4	135	.1
$.45	16	6.1	6,726	3.7
$.49	1	.4	119	.1
$.50	14	5.3	24,038	13.2
$.55	7	2.7	961	.5
$.56	1	.4	1,404	.8
$.57	4	1.5	2,427	1.3
$.60	5	1.9	8,349	4.6
$.61	1	.4	175	.1
$.63	1	.4	485	.3
$.64	1	.4	150	.1
$.65	4	1.5	2,678	1.5
$.66	3	1.1	860	.5
$.68	1	.4	330	.2
$.70	1	.4	130	.1
$.74	1	.4	200	.1
$.75	23	8.8	23,686	13.0
$.79	1	.4	991	.5
$.83	1	.4	418	.2
$.85	2	.8	576	.3
$1.00	37	14.1	44,619	24.6
$1.20	1	.4	115	.1
$1.25	1	.4	125	.1
$1.50	2	.8	343	.2
$2.00	3	1.1	550	.3
$2.50	1	.4	200	.1
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	.8	589	.3
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	.4	100	.1
PER CENT OF WAGES				
5.0 PER CENT	1	.4	110	.1
6.0 PER CENT	2	.8	575	.3
7.0 PER CENT	1	.4	1,856	1.0
10.0 PER CENT	1	.4	3,800	2.1
15.0 PER CENT	5	1.9	1,828	1.0
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	.8	1,108	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
NOT SPECIFIED	3	1.1	2,500	1.4
TOTAL	262	100.0	181,602	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	18.3	19,243	10.6
AMOUNT PER HOUR				
$.10	1	.4	285	.2
$.15	2	.8	1,870	1.0
$.25	3	1.1	832	.5
$.30	12	4.6	3,704	2.0
$.31	7	2.7	1,617	.9
$.35	16	6.1	9,800	5.4
$.37	1	.4	121	.1
$.40	11	4.2	8,386	4.6
$.45	15	5.7	7,588	4.2
$.46	1	.4	130	.1
$.50	16	6.1	24,542	13.5
$.55	4	1.5	540	.3
$.56	1	.4	1,404	.8
$.60	6	2.3	1,009	.6
$.65	5	1.9	9,424	5.2
$.70	1	.4	128	.1
$.73	4	1.5	2,427	1.3
$.74	1	.4	200	.1
$.75	30	11.5	24,835	13.7
$.79	1	.4	991	.5
$.80	2	.8	235	.1
$.83	1	.4	418	.2
$.85	1	.4	475	.3
$1.00	35	13.4	42,777	23.6
$1.09	1	.4	175	.1
$1.12	2	.8	635	.3
$1.13	1	.4	1,000	.6
$1.16	2	.8	310	.2
$1.17	1	.4	550	.3
$1.20	1	.4	330	.2
$1.25	1	.4	125	.1
$1.50	2	.8	343	.2
$2.00	5	1.9	1,736	1.0
$2.50	2	.8	400	.2
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	.8	589	.3
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	.4	100	.1
PER CENT OF WAGES				
6.0 PER CENT	2	.8	575	.3
10.0 PER CENT	2	.8	5,656	3.1
15.0 PER CENT	3	1.1	596	.3
20.0 PER CENT	2	.8	1,232	.7
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	.8	1,108	.6
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	.4	240	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
NOT SPECIFIED	3	1.1	2,500	1.4
TOTAL	262	100.0	181,602	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	252	96.2	174,160	95.9
AMOUNT PER HOUR				
$.25	1	.4	135	.1
$.30	1	.4	355	.2
$.40	1	.4	575	.3
$.50	1	.4	200	.1
$.64	1	.4	119	.1
FLAT AMOUNT PER SHIFT				
$ 1.25 PER SHIFT	1	.4	232	.1
$ 2.00 PER SHIFT	2	.8	4,031	2.2
NOT SPECIFIED	1	.4	342	.2
OTHER	1	.4	1,453	.8
TOTAL	262	100.0	181,602	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	244	93.1	142,765	78.6
AMOUNT PER HOUR				
$.40	2	.8	3,830	2.1
$.50	2	.8	260	.1
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	11	4.2	31,881	17.6
PER CENT OF WAGES				
2.0 PER CENT	1	.4	116	.1
10.0 PER CENT	1	.4	650	.4
OTHER	1	.4	2,100	1.2
TOTAL	262	100.0	181,602	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	232	88.5	130,654	71.9
AMOUNT PER HOUR				
$.20	1	.4	105	.1
$.30	2	.8	1,932	1.1
$.40	1	.4	3,500	1.9
$.50	3	1.1	4,698	2.6
$.60	2	.8	399	.2
$.80	1	.4	250	.1
$1.30	1	.4	200	.1
$5.00	1	.4	262	.1
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	1	.4	1,196	.7
TIME RATE PAYMENT				
STRAIGHT TIME	1	.4	3,843	2.1
TIME AND ONE-HALF	1	.4	1,404	.8
DOUBLE TIME	1	.4	591	.3
NOT SPECIFIED	1	.4	116	.1
OTHER	13	5.0	32,452	17.9
TOTAL	262	100.0	181,602	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	225	85.9	137,600	75.8
AMOUNT PER HOUR				
$.30	1	.4	380	.2
$.40	1	.4	2,100	1.2
$.60	2	.8	420	.2
$.70	1	.4	335	.2
$.80	1	.4	250	.1
$1.00	2	.8	830	.5
FLAT AMOUNT PER SHIFT				
$ 2.50 PER SHIFT	1	.4	330	.2
$ 3.00 PER SHIFT	1	.4	186	.1
$ 5.00 PER SHIFT	1	.4	200	.1
$ 8.50 PER SHIFT	1	.4	1,319	.7
$15.00 PER SHIFT	2	.8	318	.2
$25.00 PER SHIFT	5	1.9	2,197	1.2
$27.50 PER SHIFT	1	.4	287	.2
$30.00 PER SHIFT	1	.4	1,629	.9
$35.00 PER SHIFT	5	1.9	16,710	9.2
PER CENT OF WAGES				
1.0 PER CENT	1	.4	6,000	3.3
2.0 PER CENT	1	.4	116	.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	.4	3,843	2.1
NOT SPECIFIED	1	.4	350	.2
OTHER	7	2.7	6,202	3.4
TOTAL	262	100.0	181,602	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	180	68.7	93,231	51.3
PROVISION EXISTS	82	31.3	88,371	48.7
TOTAL	262	100.0	181,602	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	101	38.5	69,615	38.3
2.0 HOURS OF WORK OR PAY	10	3.8	4,880	2.7
3.0 HOURS OF WORK OR PAY	32	12.2	51,133	28.2
4.0 HOURS OF WORK OR PAY	73	27.9	26,121	14.4
8.0 HOURS OF WORK OR PAY	2	.8	265	.1
VARIES DEPENDING ON WORK OR NOT	39	14.9	27,846	15.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.5	1,632	.9
OTHER	1	.4	110	.1
TOTAL	262	100.0	181,602	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	16.0	20,676	11.4
MINIMUM OF 1.0 HOURS AT				
TIME AND ONE-HALF	1	.4	300	.2
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	2	.8	230	.1
TIME AND ONE-HALF	11	4.2	11,027	6.1
DOUBLE TIME	35	13.4	31,677	17.4
MINIMUM OF 2.5 HOURS AT				
DOUBLE TIME	2	.8	1,305	.7
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	1	.4	220	.1
TIME AND ONE-HALF	11	4.2	10,036	5.5
TIME AND THREE-QUARTERS	1	.4	240	.1
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	17	6.5	3,988	2.2
TIME AND ONE-HALF	7	2.7	1,364	.8
DOUBLE TIME	5	1.9	1,623	.9
MINIMUM OF 6.0 HOURS AT				
TIME AND ONE-HALF	1	.4	200	.1
MINIMUM OF 1.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	.8	1,106	.6
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	2.7	1,707	.9
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	3	1.1	2,730	1.5
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	23	8.8	9,734	5.4
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	.4	1,100	.6
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	6	2.3	8,577	4.7
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	29	11.1	48,471	26.7
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	11	4.2	12,820	7.1
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	20	7.6	5,439	3.0
MINIMUM OF 5.0 HOURS AT APPLICABLE OVERTIME RATE	1	.4	485	.3
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	3	1.1	754	.4
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	.4	190	.1
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	4	1.5	775	.4

CONTINUED...

TABLE 49 (...CONTINUED) CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.9	2,025	1.1
OTHER	10	3.8	2,803	1.5
TOTAL	262	100.0	181,602	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	238	90.8	170,667	94.0
WEEKLY WORK OR WAGE GUARANTEE	16	6.1	6,987	3.8
BI-WEEKLY WORK OR WAGE GUARANTEE	1	.4	125	.1
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	2	.8	260	.1
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	.4	1,453	.8
OTHER	4	1.5	2,110	1.2
TOTAL	262	100.0	181,602	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	163	62.2	141,442	77.9
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	90	34.4	37,157	20.5
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	8	3.1	2,585	1.4
OTHER	1	.4	418	.2
TOTAL	262	100.0	181,602	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	22.1	28,086	15.5
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	56	21.4	28,620	15.8
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	138	52.7	115,072	63.4
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	9	3.4	9,406	5.2
OTHER	1	.4	418	.2
TOTAL	262	100.0	181,602	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	28.2	37,424	20.6
1 PERIOD 15 MINUTES EACH	1	.4	189	.1
2 PERIODS, 10 MINUTES EACH	47	17.9	20,367	11.2
2 PERIODS, 12 MINUTES EACH	1	.4	220	.1
2 PERIODS, 15 MINUTES EACH	118	45.0	108,624	59.8
2 PERIODS, 20 MINUTES EACH	2	.8	3,143	1.7
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	400	.2
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	2	.8	2,874	1.6
2 PERIODS, DURATION NOT SPECIFIED	7	2.7	3,340	1.8
PERIODS AND DURATION NOT SPECIFIED	3	1.1	1,880	1.0
OTHER	5	1.9	3,141	1.7
TOTAL	262	100.0	181,602	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	240	91.6	171,055	94.2
1 PERIOD 5 MINUTES EACH	11	4.2	2,036	1.1
1 PERIOD 15 MINUTES EACH	1	.4	2,000	1.1
2 PERIODS, 10 MINUTES EACH	1	.4	2,100	1.2
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	133	.1
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	250	.1
PERIODS AND DURATION NOT SPECIFIED	7	2.7	4,028	2.2
TOTAL	262	100.0	181,602	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	3,730	2.1
8 FULL HOLIDAYS	1	.4	250	.1
9 FULL HOLIDAYS	3	1.1	2,905	1.6
10 FULL HOLIDAYS	75	28.6	37,165	20.5
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	2	.8	533	.3
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	250	.1
11 FULL HOLIDAYS	107	40.8	67,565	37.2
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	13	5.0	15,760	8.7
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	3	1.1	471	.3
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	770	.4
12 FULL HOLIDAYS	41	15.6	46,123	25.4
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	.8	540	.3
13 FULL HOLIDAYS	3	1.1	723	.4
14 FULL HOLIDAYS	1	.4	475	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.9	3,547	2.0
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	2	.8	795	.4
TOTAL	262	100.0	181,602	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	261	99.6	180,979	99.7
PROVISION EXISTS	1	.4	623	.3
TOTAL	262	100.0	181,602	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	179	68.3	145,172	79.9
10 CALENDAR DAYS	1	.4	2,000	1.1
30 CALENDAR DAYS	40	15.3	17,287	9.5
90 CALENDAR DAYS	1	.4	485	.3
1 WORKING DAY	1	.4	160	.1
7 WORKING DAYS	1	.4	200	.1
30 WORKING DAYS	19	7.3	6,370	3.5
45 WORKING DAYS	1	.4	422	.2
60 WORKING DAYS	1	.4	145	.1
65 WORKING DAYS	4	1.5	853	.5
90 WORKING DAYS	1	.4	130	.1
4 WEEKS	1	.4	251	.1
5 WEEKS	1	.4	164	.1
1 MONTH	2	.8	480	.3
5 MONTHS	1	.4	2,000	1.1
6 MONTHS	1	.4	175	.1
NOT SPECIFIED	4	1.5	4,738	2.6
OTHER	3	1.1	570	.3
TOTAL	262	100.0	181,602	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	30.2	70,461	38.8
DAY BEFORE AND AFTER HOLIDAY	172	65.6	107,754	59.3
DAY BEFORE OR AFTER HOLIDAY	5	1.9	1,680	.9
DURING HOLIDAY WEEK OR OTHER PERIOD	5	1.9	1,229	.7
COMBINATIONS	1	.4	478	.3
TOTAL	262	100.0	181,602	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	205	78.2	135,495	74.6
PROVISION EXISTS	57	21.8	46,107	25.4
TOTAL	262	100.0	181,602	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	167	63.7	139,837	77.0
PRECEDING FRIDAY OFF WITH PAY	11	4.2	2,788	1.5
FOLLOWING MONDAY OFF WITH PAY	32	12.2	10,227	5.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	26	9.9	16,799	9.3
ANOTHER DAY OFF WITH PAY	12	4.6	8,580	4.7
EXTRA DAYS PAY	2	.8	300	.2
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	1.5	614	.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	.8	588	.3
ACCORDING TO GOVERNMENT REGULATIONS	3	1.1	497	.3
OTHER	3	1.1	1,372	.8
TOTAL	262	100.0	181,602	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	146	55.7	127,703	70.3
FOLLOWING MONDAY OFF WITH PAY	60	22.9	23,404	12.9
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	26	9.9	16,799	9.3
ANOTHER DAY OFF WITH PAY	18	6.9	10,625	5.9
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	1.5	614	.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	.8	588	.3
ACCORDING TO GOVERNMENT REGULATIONS	4	1.5	1,497	.8
OTHER	2	.8	372	.2
TOTAL	262	100.0	181,602	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	27.5	45,221	24.9
EXTRA DAYS VACATION WITH PAY	131	50.0	95,570	52.6
EXTRA DAYS PAY	8	3.1	2,529	1.4
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	51	19.5	38,282	21.1
TOTAL	262	100.0	181,602	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	131	50.0	60,952	33.6
EXTRA DAY OFF WITH PAY	75	28.6	81,018	44.6
EXTRA DAYS PAY	11	4.2	4,224	2.3
EXTRA DAY OFF OR EXTRA DAYS PAY	45	17.2	35,408	19.5
TOTAL	262	100.0	181,602	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	8.0	7,859	4.3
STRAIGHT TIME PLUS HOLIDAY PAY	1	.4	148	.1
TIME AND ONE-HALF PLUS HOLIDAY PAY	38	14.5	9,232	5.1
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	.4	240	.1
DOUBLE TIME PLUS HOLIDAY PAY	97	37.0	69,654	38.4
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	3	1.1	1,248	.7
TRIPLE TIME PLUS HOLIDAY PAY	3	1.1	757	.4
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	3	1.1	502	.3
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	16	6.1	9,641	5.3
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	2	.8	3,975	2.2
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	.4	342	.2
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	25	9.5	18,361	10.1
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	.4	512	.3
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	4	1.5	2,095	1.2
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	5	1.9	2,567	1.4
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	2	.8	1,331	.7
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	14	5.3	36,893	20.3
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	6	2.3	6,720	3.7
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	8	3.1	2,404	1.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.5	1,856	1.0
NOT SPECIFIED	2	.8	201	.1
OTHER	5	1.9	5,064	2.8
TOTAL	262	100.0	181,602	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	23.7	47,105	25.9
SIX MONTHS BUT LESS THAN ONE YEAR	65	24.8	81,229	44.7
1 YEAR	122	46.6	45,478	25.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	3.1	5,946	3.3
OTHER	5	1.9	1,844	1.0
TOTAL	262	100.0	181,602	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	9.2	21,931	12.1
1 YEAR	91	34.7	94,539	52.1
2 YEARS	34	13.0	17,491	9.6
3 YEARS	52	19.8	21,068	11.6
4 YEARS	19	7.3	4,823	2.7
5 YEARS	26	9.9	5,554	3.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	5.0	14,739	8.1
OTHER	3	1.1	1,457	.8
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	11.8	23,867	13.1
1 YEAR	1	.4	400	.2
2 YEARS	3	1.1	507	.3
3 YEARS	7	2.7	10,598	5.8
4 YEARS	13	5.0	11,105	6.1
5 YEARS	8	3.1	2,333	1.3
6 YEARS	7	2.7	1,070	.6
7 YEARS	13	5.0	5,991	3.3
8 YEARS	75	28.6	76,363	42.0
9 YEARS	27	10.3	18,947	10.4
10 YEARS	39	14.9	11,047	6.1
11 YEARS	6	2.3	1,684	.9
12 YEARS	13	5.0	2,771	1.5
14 YEARS	2	.8	260	.1
15 YEARS	3	1.1	487	.3
17 YEARS	1	.4	250	.1
18 YEARS	1	.4	111	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	4.6	13,811	7.6
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	19.5	27,387	15.1
7 YEARS	2	.8	318	.2
8 YEARS	1	.4	189	.1
10 YEARS	3	1.1	666	.4
11 YEARS	2	.8	685	.4
12 YEARS	5	1.9	1,143	.6
13 YEARS	16	6.1	10,037	5.5
14 YEARS	16	6.1	9,125	5.0
15 YEARS	39	14.9	32,457	17.9
16 YEARS	7	2.7	8,716	4.8
17 YEARS	12	4.6	5,302	2.9
18 YEARS	39	14.9	55,485	30.6
19 YEARS	12	4.6	8,327	4.6
20 YEARS	41	15.6	16,293	9.0
21 YEARS	2	.8	371	.2
22 YEARS	5	1.9	2,153	1.2
23 YEARS	2	.8	527	.3
25 YEARS	1	.4	200	.1
30 YEARS	2	.8	226	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.5	1,995	1.1
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	134	51.1	97,298	53.6
15 YEARS	4	1.5	853	.5
16 YEARS	1	.4	175	.1
18 YEARS	15	5.7	9,187	5.1
20 YEARS	13	5.0	5,610	3.1
21 YEARS	3	1.1	607	.3
23 YEARS	1	.4	330	.2
24 YEARS	10	3.8	5,367	3.0
25 YEARS	67	25.6	55,724	30.7
26 YEARS	1	.4	1,100	.6
30 YEARS	11	4.2	3,677	2.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	1,674	.9
TOTAL	262	100.0	181,602	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	8.0	20,641	11.4
THREE WEEKS	8	3.1	2,350	1.3
FOUR WEEKS	21	8.0	3,700	2.0
FIVE WEEKS	79	30.2	69,244	38.1
FIVE AND ONE-HALF WEEKS	1	.4	400	.2
SIX WEEKS	93	35.5	65,342	36.0
SEVEN WEEKS	33	12.6	16,715	9.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.1	2,209	1.2
NOT SPECIFIED	2	.8	875	.5
OTHER	1	.4	126	.1
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	219	83.6	147,404	81.2
PROVISION EXISTS	43	16.4	34,198	18.8
TOTAL	262	100.0	181,602	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) *

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	130	49.6	63,288	34.8
CASUAL ILLNESS LEAVE	59	22.5	35,978	19.8
GENERAL ILLNESS LEAVE	2	.8	445	.2
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	70	26.7	80,755	44.5
OTHER	1	.4	1,136	.6
TOTAL	262	100.0	181,602	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	174	66.4	91,269	50.3
30 CALENDAR DAYS	2	.8	2,164	1.2
42 WORKING DAYS	1	.4	4,038	2.2
45 WORKING DAYS	1	.4	190	.1
60 WORKING DAYS	5	1.9	3,977	2.2
65 WORKING DAYS	8	3.1	10,945	6.0
90 WORKING DAYS	3	1.1	395	.2
1 MONTHS	15	5.7	35,715	19.7
3 MONTHS	30	11.5	27,719	15.3
4 MONTHS	1	.4	450	.2
5 MONTHS	1	.4	335	.2
6 MONTHS	6	2.3	1,176	.6
12 MONTHS	14	5.3	3,039	1.7
OTHER	1	.4	190	.1
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	138	52.7	71,238	39.2
3 DAYS	1	.4	232	.1
4 DAYS	1	.4	575	.3
5 DAYS	6	2.3	1,839	1.0
6 DAYS	12	4.6	6,259	3.4
7 DAYS	1	.4	150	.1
9 DAYS	2	.8	580	.3
10 DAYS	26	9.9	40,458	22.3
11 DAYS	1	.4	285	.2
12 DAYS	10	3.8	2,685	1.5
15 DAYS	2	.8	260	.1
18 DAYS	32	12.2	34,082	18.8
20 DAYS	1	.4	430	.2
22 DAYS	3	1.1	2,170	1.2
24 DAYS	7	2.7	3,796	2.1
25 DAYS	1	.4	115	.1
VARIES WITH LENGTH OF SERVICE	13	5.0	13,693	7.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	190	.1
OTHER	4	1.5	2,565	1.4
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	154	58.8	77,786	42.8
UNDER 60 DAYS	30	11.5	11,578	6.4
60 - 89 DAYS	11	4.2	5,012	2.8
90 - 119 DAYS	18	6.9	37,603	20.7
120 - 149 DAYS	26	9.9	29,664	16.3
150 - 179 DAYS	3	1.1	2,170	1.2
180 - 209 DAYS	10	3.8	7,992	4.4
VARIES WITH LENGTH OF SERVICE	5	1.9	4,732	2.6
NO LIMIT SPECIFIED	2	.8	2,650	1.5
OTHER	3	1.1	2,415	1.3
TOTAL	262	100.0	181,602	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	248	94.7	172,753	95.1
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	2	.8	1,187	.7
50.0 PER CENT	2	.8	2,625	1.4
100.0 PER CENT	7	2.7	4,077	2.2
VARIES WITH LENGTH OF SERVICE	1	.4	150	.1
PER CENT NOT SPECIFIED	2	.8	810	.4
TOTAL	262	100.0	181,602	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	252	96.2	173,955	95.8
15 DAYS	1	.4	2,520	1.4
20 DAYS	1	.4	150	.1
26 DAYS	2	.8	955	.5
28 DAYS	2	.8	707	.4
30 DAYS	1	.4	900	.5
OTHER	3	1.1	2,415	1.3
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	244	93.1	168,257	92.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	1	.4	300	.2
50.0 PER CENT	2	.8	2,630	1.4
100.0 PER CENT	11	4.2	8,735	4.8
VARIES WITH LENGTH OF SERVICE	1	.4	150	.1
PER CENT NOT SPECIFIED	3	1.1	1,530	.8
TOTAL	262	100.0	181,602	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	247	94.3	169,945	93.6
15 DAYS	1	.4	2,520	1.4
20 DAYS	2	.8	472	.3
26 DAYS	3	1.1	1,250	.7
28 DAYS	3	1.1	4,460	2.5
45 DAYS	1	.4	300	.2
60 DAYS	1	.4	110	.1
OTHER	4	1.5	2,545	1.4
TOTAL	262	100.0	181,602	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	258	98.5	178,456	98.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	.4	110	.1
100.0 PER CENT	1	.4	322	.2
PER CENT NOT SPECIFIED	2	.8	2,714	1.5
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	259	98.9	180,312	99.3
20 DAYS	1	.4	322	.2
60 DAYS	1	.4	110	.1
OTHER	1	.4	858	.5
TOTAL	262	100.0	181,602	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	182	69.5	117,069	64.5
PROVISION EXISTS	80	30.5	64,533	35.5
TOTAL	262	100.0	181,602	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	62.6	70,098	38.6
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	59	22.5	68,278	37.6
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	.8	350	.2
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	10	3.8	9,498	5.2
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	21	8.0	30,630	16.9
OTHER	6	2.3	2,748	1.5
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 8 in the Definition at page ix.

**For explanation see Number 9 in the Definition at page ix.

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	64.9	79,459	43.8
2 MONTHS	1	.4	485	.3
3 MONTHS	14	5.3	8,595	4.7
4 MONTHS	19	7.3	37,924	20.9
6 MONTHS	2	.8	241	.1
12 MONTHS	1	.4	300	.2
24 MONTHS	2	.8	451	.2
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	26	9.9	33,642	18.5
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	3	1.1	5,458	3.0
NOT SPECIFIED	17	6.5	11,203	6.2
OTHER	7	2.7	3,844	2.1
TOTAL	262	100.0	181,602	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	83	31.7	44,481	24.5
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	171	65.3	132,156	72.8
PART OF DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	1	.4	160	.1
REGULAR PAY PLUS JURY DUTY FEES	2	.8	393	.2
NOT SPECIFIED	4	1.5	4,070	2.2
OTHER	1	.4	342	.2
TOTAL	262	100.0	181,602	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	14.1	29,245	16.1
IMMEDIATE FAMILY ONLY				
3.0 DAYS	63	24.0	13,606	7.5
4.0 DAYS	9	3.4	5,687	3.1
5.0 DAYS	12	4.6	13,780	7.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	1,280	.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	14	5.3	3,479	1.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	265	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	110	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	135	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	355	.2
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	256	.1
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	680	.4
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	218	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND .5 DAYS FOR ADD TRAVEL TIME	1	.4	3,500	1.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	2	.8	600	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	4	1.5	3,535	1.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	.4	167	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	10	3.8	5,235	2.9
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 3.0 DAYS FOR ADD TRAVEL TIME	1	.4	110	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	.4	250	.1

CONTINUED...

TABLE 86 PAID BEREAVEMENT LEAVE
(...CONTINUED)

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	110	.1
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	.4	160	.1
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	1.1	490	.3
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	54	20.6	75,309	41.5
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	278	.2
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	.4	121	.1
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	345	.2
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	318	.2
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	.4	1,453	.8
5.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	1.1	1,366	.8
5.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	240	.1
NOT SPECIFIED	24	9.2	15,902	8.8
OTHER	3	1.1	3,017	1.7
TOTAL	262	100.0	181,602	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	133	50.8	50,531	27.8
2 MONTHS	7	2.7	6,070	3.3
3 MONTHS	2	.8	4,600	2.5
4 MONTHS	2	.8	526	.3
5 MONTHS	1	.4	335	.2
6 MONTHS	16	6.1	22,243	12.2
9 MONTHS	1	.4	167	.1
10 MONTHS	3	1.1	695	.4
12 MONTHS	87	33.2	81,548	44.9
OTHER	10	3.8	14,887	8.2
TOTAL	262	100.0	181,602	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	107	40.8	44,210	24.3
10 WEEKS	1	.4	180	.1
12 WEEKS	1	.4	380	.2
16 WEEKS	1	.4	180	.1
17 WEEKS	3	1.1	792	.4
18 WEEKS	19	7.3	6,658	3.7
20 WEEKS	10	3.8	9,494	5.2
21 WEEKS	4	1.5	465	.3
24 WEEKS	63	24.0	73,396	40.4
26 WEEKS	1	.4	991	.5
28 WEEKS	2	.8	1,320	.7
32 WEEKS	1	.4	110	.1
36 WEEKS	32	12.2	34,155	18.8
38 WEEKS	1	.4	1,292	.7
40 WEEKS	1	.4	450	.2
48 WEEKS	1	.4	1,200	.7
52 WEEKS	4	1.5	1,598	.9
ACCORDING TO LEGISLATION	6	2.3	1,588	.9
NOT SPECIFIED	4	1.5	3,143	1.7
TOTAL	262	100.0	181,602	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	178	67.9	130,262	71.7
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	64	24.4	45,784	25.2
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	13	5.0	2,310	1.3
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	4	1.5	1,313	.7
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	3	1.1	1,933	1.1
TOTAL	262	100.0	181,602	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	110	42.0	45,474	25.0
MATERNITY LEAVE PLAN EXISTS	152	58.0	136,128	75.0
TOTAL	262	100.0	181,602	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	146	55.7	117,680	64.8
PROVISION EXISTS	116	44.3	63,922	35.2
TOTAL	262	100.0	181,602	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	27.5	33,784	18.6
PROVISION EXISTS	190	72.5	147,818	81.4
TOTAL	262	100.0	181,602	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	167	63.7	73,730	40.6
PATERNITY	42	16.0	46,969	25.9
CITIZENSHIP	3	1.1	4,411	2.4
FAMILY ILLNESS	2	.8	670	.4
PATERNITY AND MOVING	2	.8	640	.4
PATERNITY AND CITIZENSHIP	2	.8	539	.3
PATERNITY AND FAMILY ILLNESS	5	1.9	1,914	1.1
PATERNITY AND MARRIAGE	2	.8	2,056	1.1
MOVING AND FAMILY ILLNESS	2	.8	811	.4
PATERNITY, MOVING AND CITIZENSHIP	1	.4	180	.1
PATERNITY, MOVING AND FAMILY ILLNESS	4	1.5	5,710	3.1
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	.4	512	.3
PATERNITY, CITIZENSHIP AND MARRIAGE	1	.4	232	.1
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	20	7.6	39,061	21.5
PATERNITY, MOVING, CITIZENSHIP AND MARRIAGE	1	.4	240	.1
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	5	1.9	3,687	2.0
OTHER	2	.8	240	.1
TOTAL	262	100.0	181,602	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	182	69.5	97,086	53.5
LEAVE WITHOUT PAY	32	12.2	46,766	25.8
LEAVE WITH PARTIAL PAY	1	.4	674	.4
LEAVE WITH FULL PAY	26	9.9	16,481	9.1
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	18	6.9	16,465	9.1
OTHER	3	1.1	4,130	2.3
TOTAL	262	100.0	181,602	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	127	48.5	78,158	43.0
GRIEVANCE PAY ONLY	121	46.2	95,827	52.8
ARBITRATION PAY ONLY	2	.8	530	.3
GRIEVANCE AND ARBITRATION PAY	12	4.6	7,087	3.9
TOTAL	262	100.0	181,602	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	193	73.7	141,233	77.8
PROVISION EXISTS	69	26.3	40,369	22.2
TOTAL	262	100.0	181,602	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	261	99.6	181,346	99.9
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	.4	256	.1
TOTAL	262	100.0	181,602	100.0

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*For explanation see Number 10 in the Definition at page ix.

**For explanation see Number 11 in the Definition at page ix.

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	111	42.4	57,708	31.8
PROVISION EXISTS	151	57.6	123,894	68.2
TOTAL	262	100.0	181,602	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	64.9	89,902	49.5
PROVISION EXISTS	92	35.1	91,700	50.5
TOTAL	262	100.0	181,602	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	132	50.4	58,730	32.3
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	116	44.3	114,992	63.3
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	14	5.3	7,880	4.3
TOTAL	262	100.0	181,602	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	182	69.5	132,346	72.9
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	9	3.4	6,592	3.6
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	3	1.1	1,664	.9
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	61	23.3	38,129	21.0
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	.4	475	.3
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	5	1.9	2,251	1.2
OTHER	1	.4	145	.1
TOTAL	262	100.0	181,602	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	87.4	162,493	89.5
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	24	9.2	13,879	7.6
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	3,800	2.1
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	.8	271	.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	4	1.5	776	.4
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	2	.8	383	.2
TOTAL	262	100.0	181,602	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	90	34.4	47,341	26.1
SUPPLIED AT NO COST TO EMPLOYEES	137	52.3	122,829	67.6
SUPPLIED AT SOME COST TO EMPLOYEES	12	4.6	2,732	1.5
REPLACED AT NO COST TO EMPLOYEES	2	.8	391	.2
EMPLOYER MAKES A MONETARY ALLOWANCE	15	5.7	6,018	3.3
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	2	.8	375	.2
OTHER	4	1.5	1,916	1.1
TOTAL	262	100.0	181,602	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	159	60.7	114,655	63.1
MAINTAINED AT NO COST TO EMPLOYEES	91	34.7	60,236	33.2
MAINTAINED AT SOME COST TO EMPLOYEES	1	.4	125	.1
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	10	3.8	6,486	3.6
OTHER	1	.4	100	.1
TOTAL	262	100.0	181,602	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	169	64.5	128,147	70.6
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	24	9.2	5,527	3.0
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	200	.1
TOOLS REPLACED AT NO COST TO EMPLOYEE	16	6.1	7,777	4.3
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	.4	400	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	21	8.0	16,697	9.2
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	14	5.3	9,878	5.4
INITIAL TOOLS SUPPLIED AT NO COST TO EMPLOYEES, REPLACEMENTS AT SOME COST	1	.4	100	.1
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	3	1.1	1,270	.7
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	5	1.9	6,499	3.6
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	5	1.9	4,521	2.5
OTHER	2	.8	586	.3
TOTAL	262	100.0	181,602	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	193	73.7	106,784	58.8
MEAL ALLOWANCE (OR MEALS SUPPLIED)	2	.8	695	.4
LODGING ALLOWANCE (OR LODGING SUPPLIED)	2	.8	411	.2
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	5	1.9	4,734	2.6
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	37	14.1	49,256	27.1
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	.4	421	.2
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	17	6.5	16,906	9.3
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	3	1.1	1,915	1.1
OTHER	2	.8	480	.3
TOTAL	262	100.0	181,602	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	195	74.4	122,916	67.7
PORTAL TO PORTAL PAY	4	1.5	6,552	3.6
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	56	21.4	41,969	23.1
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	6	2.3	8,712	4.8
OTHER	1	.4	1,453	.8
TOTAL	262	100.0	181,602	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	196	74.8	117,418	64.7
CENTS PER KILOMETER				
12.8 CENTS	1	.4	322	.2
15.6 CENTS	1	.4	116	.1
16.6 CENTS	4	1.5	2,678	1.5
17.0 CENTS	1	.4	3,500	1.9
17.4 CENTS	1	.4	288	.2
18.0 CENTS	1	.4	150	.1
20.0 CENTS	3	1.1	925	.5
22.0 CENTS	5	1.9	949	.5
23.0 CENTS	1	.4	2,000	1.1
25.0 CENTS	4	1.5	8,964	4.9
27.0 CENTS	1	.4	300	.2
28.0 CENTS	14	5.3	22,519	12.4
VARIES WITH DISTANCE	9	3.4	6,707	3.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	200	.1
OTHER	19	7.3	14,566	8.0
TOTAL	262	100.0	181,602	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	195	74.4	137,955	76.0
PROVISION EXISTS	67	25.6	43,647	24.0
TOTAL	262	100.0	181,602	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	239	91.2	165,055	90.9
ONE TO ONE	1	.4	196	.1
ONE TO TWO	5	1.9	4,250	2.3
ONE TO THREE	5	1.9	696	.4
ONE TO FIVE	3	1.1	2,255	1.2
PROGRESSIVE RATIO	1	.4	300	.2
RATIO VARIES BY TRADE	7	2.7	8,200	4.5
OTHER	1	.4	650	.4
TOTAL	262	100.0	181,602	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	172	65.6	118,244	65.1
TRAINING FOR BARGAINING UNIT EMPLOYEES	90	34.4	63,358	34.9
TOTAL	262	100.0	181,602	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) **

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	195	74.4	145,510	80.1
SEVERANCE PAY PLAN	60	22.9	32,078	17.7
LAY-OFF BENEFIT PLAN	2	.8	285	.2
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	5	1.9	3,729	2.1
TOTAL	262	100.0	181,602	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	247	94.3	175,535	96.7
PROVISION EXISTS	15	5.7	6,067	3.3
TOTAL	262	100.0	181,602	100.0

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*For explanation see Number 12 in the Definition at page ix.

**For explanation see Number 13 in the Definition at page x.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	238	90.8	160,459	88.4
PROVISION EXISTS	24	9.2	21,143	11.6
TOTAL	262	100.0	181,602	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	178	67.9	141,733	78.0
PROVISION EXISTS	84	32.1	39,869	22.0
TOTAL	262	100.0	181,602	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	199	76.0	143,019	78.8
PROVISION EXISTS	63	24.0	38,583	21.2
TOTAL	262	100.0	181,602	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	211	80.5	144,779	79.7
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	2	.8	255	.1
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	9	3.4	9,711	5.3
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	13	5.0	8,982	4.9
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	7	2.7	2,311	1.3
LESS THAN ONE MONTHS NOTICE	1	.4	250	.1
NOT SPECIFIED	18	6.9	15,147	8.3
OTHER	1	.4	167	.1
TOTAL	262	100.0	181,602	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	233	88.9	166,193	91.5
PROVISION EXISTS	29	11.1	15,409	8.5
TOTAL	262	100.0	181,602	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	217	82.8	145,298	80.0
PROVISION EXISTS	45	17.2	36,304	20.0
TOTAL	262	100.0	181,602	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	259	98.9	180,806	99.6
PROVISION EXISTS	3	1.1	796	.4
TOTAL	262	100.0	181,602	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	238	90.8	168,401	92.7
PROVISION EXISTS	24	9.2	13,201	7.3
TOTAL	262	100.0	181,602	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	262	100.0	181,602	100.0
TOTAL	262	100.0	181,602	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	260	99.2	178,982	98.6
PROVISION EXISTS	2	.8	2,620	1.4
TOTAL	262	100.0	181,602	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	239	91.2	168,270	92.7
PROVISION EXISTS	23	8.8	13,332	7.3
TOTAL	262	100.0	181,602	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	258	98.5	180,963	99.6
PROVISION EXISTS	4	1.5	639	.4
TOTAL	262	100.0	181,602	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	87.4	158,976	87.5
PROVISION EXISTS	33	12.6	22,626	12.5
TOTAL	262	100.0	181,602	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	257	98.1	178,827	98.5
PROVISION EXISTS	5	1.9	2,775	1.5
TOTAL	262	100.0	181,602	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	252	96.2	178,946	98.5
2 CALENDAR DAYS	1	.4	250	.1
5 CALENDAR DAYS	2	.8	255	.1
30 CALENDAR DAYS	3	1.1	528	.3
60 CALENDAR DAYS	1	.4	133	.1
90 CALENDAR DAYS	2	.8	1,380	.8
OVER 95 DAYS	1	.4	110	.1
TOTAL	262	100.0	181,602	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	157	59.9	88,557	48.8
FORMAL JOB EVALUATION PLAN	20	7.6	12,589	6.9
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	67	25.6	74,608	41.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	18	6.9	5,848	3.2
TOTAL	262	100.0	181,602	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	205	78.2	117,347	64.6
PROVISION EXISTS	57	21.8	64,255	35.4
TOTAL	262	100.0	181,602	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	246	93.9	168,966	93.0
PROVISION FOR EQUAL PAY FOR EQUAL WORK	13	5.0	9,573	5.3
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	3	1.1	3,063	1.7
TOTAL	262	100.0	181,602	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	228	87.0	165,365	91.1
AUTOMATIC MONTHLY ADJUSTMENTS	2	.8	902	.5
AUTOMATIC QUARTERLY ADJUSTMENTS	9	3.4	2,342	1.3
AUTOMATIC ANNUAL ADJUSTMENTS	10	3.8	8,761	4.8
ONE ADJUSTMENT DURING TERM OF AGREEMENT	8	3.1	1,597	.9
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	4	1.5	2,280	1.3
OTHER	1	.4	355	.2
TOTAL	262	100.0	181,602	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	87.4	165,956	91.4
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	8	3.1	1,296	.7
.4 POINT CHANGE IN THE C.P.I.	2	.8	1,322	.7
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	7	2.7	2,001	1.1
1.0 PERCENTAGE ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	.4	200	.1
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	.8	292	.2
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	4	1.5	5,767	3.2
OTHER	9	3.4	4,768	2.6
TOTAL	262	100.0	181,602	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	231	88.2	146,952	80.9
ATTENDANCE BONUS ONLY	3	1.1	1,706	.9
CONTINUOUS SERVICE BONUS ONLY	27	10.3	32,644	18.0
ATTENDANCE AND CONTINUOUS SERVICE BONUS	1	.4	300	.2
TOTAL	262	100.0	181,602	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	78	29.8	44,941	24.7
33.3 PER CENT	2	.8	891	.5
50.0 PER CENT	42	16.0	51,986	28.6
60.0 PER CENT	6	2.3	914	.5
66.6 PER CENT	2	.8	291	.2
70.0 PER CENT	3	1.1	1,093	.6
75.0 PER CENT	41	15.6	45,439	25.0
80.0 PER CENT	3	1.1	362	.2
85.0 PER CENT	1	.4	141	.1
100.0 PER CENT	65	24.8	22,711	12.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.1	1,575	.9
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	2	.8	1,963	1.1
FLAT SUM PAYMENT	3	1.1	2,269	1.2
NOT SPECIFIED	11	4.2	7,026	3.9
TOTAL	262	100.0	181,602	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	27.1	45,960	25.3
PRESCRIPTION DRUG PLAN ONLY	1	.4	125	.1
DENTAL CARE PLAN ONLY	148	56.5	118,179	65.1
VISION CARE PLAN ONLY	1	.4	1,000	.6
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	7	2.7	4,787	2.6
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	.4	500	.3
DENTAL CARE PLAN AND VISION CARE PLAN	21	8.0	7,199	4.0
COMBINATION OF THREE PLANS	12	4.6	3,852	2.1
TOTAL	262	100.0	181,602	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	216	82.4	166,117	91.5
PROVISION EXISTS	46	17.6	15,485	8.5
TOTAL	262	100.0	181,602	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	30.2	45,044	24.8
50.0 PER CENT	13	5.0	12,287	6.8
60.0 PER CENT	8	3.1	1,614	.9
63.0 PER CENT	1	.4	680	.4
66.6 PER CENT	15	5.7	35,673	19.6
70.0 PER CENT	2	.8	968	.5
75.0 PER CENT	32	12.2	35,737	19.7
80.0 PER CENT	3	1.1	512	.3
85.0 PER CENT	1	.4	141	.1
100.0 PER CENT	72	27.5	29,386	16.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.9	2,477	1.4
FLAT SUM PAYMENT	3	1.1	3,257	1.8
NOT SPECIFIED	28	10.7	13,826	7.6
TOTAL	262	100.0	181,602	100.0

*For explanation see Number 14 in the Definition at page x.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	30.2	44,124	24.3
3,000 DOLLARS	1	.4	422	.2
5,000 DOLLARS	1	.4	500	.3
6,500 DOLLARS	1	.4	167	.1
10,000 DOLLARS	6	2.3	1,120	.6
12,000 DOLLARS	1	.4	125	.1
13,000 DOLLARS	1	.4	110	.1
15,000 DOLLARS	4	1.5	509	.3
20,000 DOLLARS	7	2.7	1,331	.7
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	3	1.1	1,291	.7
25,000 DOLLARS	7	2.7	1,518	.8
26,500 DOLLARS	1	.4	111	.1
27,000 DOLLARS	1	.4	125	.1
27,500 DOLLARS	1	.4	147	.1
29,000 DOLLARS	5	1.9	802	.4
30,000 DOLLARS	2	.8	666	.4
31,000 DOLLARS	5	1.9	701	.4
32,000 DOLLARS	1	.4	264	.1
35,000 DOLLARS	1	.4	478	.3
37,000 DOLLARS	1	.4	119	.1
50,000 DOLLARS	2	.8	550	.3
VARIES WITH INCOME OR JOB CLASSIFICATION	54	20.6	72,586	40.0
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	6	2.3	2,129	1.2
CHANGES DURING TERM OF AGREEMENT	1	.4	130	.1
NOT SPECIFIED	66	25.2	50,325	27.7
OTHER	3	1.1	1,142	.6
TOTAL	262	100.0	181,602	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	151	57.6	85,926	47.3
50.0 PER CENT	2	.8	1,597	.9
60.0 PER CENT	4	1.5	453	.2
66.6 PER CENT	14	5.3	35,493	19.5
70.0 PER CENT	1	.4	623	.3
75.0 PER CENT	29	11.1	34,537	19.0
80.0 PER CENT	3	1.1	512	.3
100.0 PER CENT	48	18.3	17,710	9.8
NOT SPECIFIED	10	3.8	4,751	2.6
TOTAL	262	100.0	181,602	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	151	57.6	85,926	47.3
5,000 DOLLARS	1	.4	500	.3
6,500 DOLLARS	1	.4	167	.1
10,000 DOLLARS	3	1.1	440	.2
13,000 DOLLARS	1	.4	110	.1
15,000 DOLLARS	2	.8	255	.1
20,000 DOLLARS	6	2.3	1,040	.6
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	3	1.1	1,291	.7
25,000 DOLLARS	4	1.5	860	.5
26,500 DOLLARS	1	.4	111	.1
27,500 DOLLARS	1	.4	147	.1
29,000 DOLLARS	4	1.5	578	.3
30,000 DOLLARS	2	.8	386	.2
31,000 DOLLARS	5	1.9	701	.4
35,000 DOLLARS	1	.4	478	.3
50,000 DOLLARS	4	1.5	1,068	.6
VARIES WITH INCOME OR JOB CLASSIFICATION	34	13.0	58,479	32.2
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	.4	240	.1
CHANGES DURING TERM OF AGREEMENT	1	.4	130	.1
NOT SPECIFIED	28	10.7	23,033	12.7
OTHER	7	2.7	5,552	3.1
TOTAL	262	100.0	181,602	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	150	57.3	123,869	68.2
50.0 PER CENT	7	2.7	2,377	1.3
60.0 PER CENT	3	1.1	338	.2
66.6 PER CENT	1	.4	101	.1
70.0 PER CENT	1	.4	345	.2
75.0 PER CENT	23	8.8	25,747	14.2
80.0 PER CENT	2	.8	212	.1
100.0 PER CENT	49	18.7	14,883	8.2
FLAT SUM PAYMENT	7	2.7	2,968	1.6
NOT SPECIFIED	19	7.3	10,762	5.9
TOTAL	262	100.0	181,602	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	150	57.3	123,869	68.2
$100.00 PER WEEK	1	.4	130	.1
$150.00 PER WEEK	1	.4	105	.1
$225.00 PER WEEK	1	.4	225	.1
$245.00 PER WEEK	1	.4	138	.1
$260.00 PER WEEK	3	1.1	567	.3
$270.00 PER WEEK	5	1.9	723	.4
$275.00 PER WEEK	1	.4	121	.1
$276.00 PER WEEK	1	.4	400	.2
$282.00 PER WEEK	1	.4	111	.1
$325.00 PER WEEK	3	1.1	481	.3
$350.00 PER WEEK	1	.4	100	.1
$375.00 PER WEEK	1	.4	147	.1
$400.00 PER WEEK	1	.4	262	.1
EXPRESSED AS PERCENT OF WAGES	39	14.9	26,975	14.9
VARIES WITH INCOME OR JOB CLASSIFICATION	25	9.5	7,940	4.4
VARIES WITH SEX OR WITH SEX AND INCOME	6	2.3	8,464	4.7
NOT SPECIFIED	20	7.6	10,594	5.8
OTHER	1	.4	250	.1
TOTAL	262	100.0	181,602	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	150	57.3	123,869	68.2
13 WEEKS	2	.8	2,130	1.2
14 WEEKS	1	.4	700	.4
15 WEEKS	5	1.9	667	.4
16 WEEKS	2	.8	272	.1
17 WEEKS	2	.8	620	.3
21 WEEKS	1	.4	550	.3
24 WEEKS	6	2.3	15,580	8.6
26 WEEKS	27	10.3	5,689	3.1
39 WEEKS	1	.4	102	.1
40 WEEKS	1	.4	550	.3
52 WEEKS	20	7.6	4,734	2.6
VARIES WITH LENGTH OF SERVICE	12	4.6	11,694	6.4
NOT SPECIFIED	32	12.2	14,445	8.0
TOTAL	262	100.0	181,602	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	133	50.8	70,078	38.6
PROVISION EXISTS	129	49.2	111,524	61.4
TOTAL	262	100.0	181,602	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	192	73.3	108,410	59.7
50.0 PER CENT	1	.4	116	.1
75.0 PER CENT	2	.8	248	.1
100.0 PER CENT	23	8.8	42,791	23.6
CHANGES DURING TERM OF AGREEMENT	1	.4	133	.1
FLAT SUM PAYMENT	21	8.0	17,504	9.6
NOT SPECIFIED	22	8.4	12,400	6.8
TOTAL	262	100.0	181,602	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	118	45.0	92,229	50.8
NON-CONTRIBUTORY	19	7.3	5,605	3.1
CONTRIBUTORY	41	15.6	28,554	15.7
NOT SPECIFIED	84	32.1	55,214	30.4
TOTAL	262	100.0	181,602	100.0

SECTION II

MINING

(Includes mines, quarries, crude petroleum and natural gas wells)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	4	50.0	1,756	67.2
JANUARY	1	12.5	150	5.7
MARCH	2	25.0	1,350	51.7
SEPTEMBER	1	12.5	256	9.8
1988	3	37.5	732	28.0
JUNE	1	12.5	262	10.0
SEPTEMBER	1	12.5	200	7.7
OCTOBER	1	12.5	270	10.3
1989 AND LATER	1	12.5	125	4.8
MARCH	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	12.5	150	5.7
CENSUS DIVISION NO. 3	1	12.5	150	5.7
THE PARKS	3	37.5	788	30.2
CENSUS DIVISION NO. 14	2	25.0	532	20.4
MULTIPLE CENSUS DIVISIONS	1	12.5	256	9.8
EDMONTON / LLOYDMIN.	2	25.0	475	18.2
CENSUS DIVISION NO. 11	1	12.5	125	4.8
MULTIPLE CENSUS DIVISIONS	1	12.5	350	13.4
PEACE RIVER	1	12.5	200	7.7
CENSUS DIVISION NO. 15	1	12.5	200	7.7
ATHABASCA	1	12.5	1,000	38.3
CENSUS DIVISION NO. 12	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	12.5	150	5.7
REMAINDER	1	12.5	150	5.7
THE PARKS	3	37.5	788	30.2
HINTON	1	12.5	270	10.3
REMAINDER	2	25.0	518	19.8
EDMONTON / LLOYDMIN.	2	25.0	475	18.2
EDMONTON	1	12.5	125	4.8
REMAINDER	1	12.5	350	13.4
PEACE RIVER	1	12.5	200	7.7
REMAINDER	1	12.5	200	7.7
ATHABASCA	1	12.5	1,000	38.3
FORT MCMURRAY	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
C.L.C. DIRECTLY CHARTERED	1	12.5	350	13.4
ENERGY & CHEMICAL WORKERS	1	12.5	150	5.7
MINE WORKERS	1	12.5	262	10.0
OIL WORKERS, MCMURRAY INDEP.	1	12.5	1,000	38.3
OPERATING ENGINEERS	3	37.5	651	24.9
STEELWORKERS	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 1 in the Definition at page viii.

**For explanation see Number 2 in the Definition at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	1	12.5	1,000	38.3
ONE YEAR	1	12.5	150	5.7
TWO YEARS	4	50.0	1,068	40.9
BETWEEN TWO AND THREE YEARS	1	12.5	125	4.8
THREE YEARS	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	2	25.0	275	10.5
200 - 499 EMPLOYEES	5	62.5	1,338	51.2
1,000 OR MORE EMPLOYEES	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,263	48.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	12.5	150	5.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	12.5	200	7.7
OTHER	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 3 in the Definition at page viii.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	25.0	1,262	48.3
ENUMERATED LIST OF MANAGEMENT RIGHTS	2	25.0	325	12.4
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	12.5	350	13.4
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	3	37.5	676	25.9
TOTAL	8	100.0	2,613	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	1,150	44.0
CLOSED SHOP	1	12.5	125	4.8
UNION SHOP	5	62.5	1,338	51.2
TOTAL	8	100.0	2,613	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	2	25.0	1,150	44.0
DUES AND INITIATION FEES	3	37.5	726	27.8
DUES, INITIATION FEES AND ASSESSMENTS	2	25.0	387	14.8
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	12.5	350	13.4
TOTAL	8	100.0	2,613	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	7	87.5	2,463	94.3
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	12.5	150	5.7
TOTAL	8	100.0	2,613	100.0

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*For explanation see Number 4 in the Definition at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,387	53.1
60 CALENDAR DAYS	1	12.5	350	13.4
30 WORKING DAYS/SHIFTS	1	12.5	200	7.7
45 WORKING DAYS/SHIFTS	1	12.5	256	9.8
3 MONTHS	1	12.5	270	10.3
6 MONTHS	1	12.5	150	5.7
TOTAL	8	100.0	2,613	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	125	4.8
COMPANY	2	25.0	518	19.8
PLANT	1	12.5	350	13.4
COMBINATION OF COMPANY AND DEPARTMENT	1	12.5	200	7.7
COMBINATION OF PLANT AND DEPARTMENT	1	12.5	150	5.7
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	12.5	1,000	38.3
NOT SPECIFIED	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	1,125	43.1
6 MONTHS	2	25.0	532	20.4
12 MONTHS	2	25.0	350	13.4
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	1	12.5	350	13.4
RECALL RIGHTS EXTENDED INDEFINITELY	1	12.5	256	9.8
TOTAL	8	100.0	2,613	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	2,007	76.8
2 WEEKS	1	12.5	256	9.8
VARIES WITH LENGTH OF SERVICE	1	12.5	350	13.4
TOTAL	8	100.0	2,613	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,357	90.2
VARIES WITH LENGTH OF SERVICE	1	12.5	256	9.8
TOTAL	8	100.0	2,613	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	275	10.5
4 CALENDAR DAYS	1	12.5	350	13.4
6 CALENDAR DAYS	1	12.5	256	9.8
7 CALENDAR DAYS	1	12.5	200	7.7
6 WORKING DAYS/SHIFTS	2	25.0	532	20.4
NOT SPECIFIED	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	381	14.6
PRIMARY FACTOR	4	50.0	1,820	69.7
SECONDARY FACTOR	1	12.5	150	5.7
OTHER	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,151	44.0
PRIMARY FACTOR	2	25.0	1,200	45.9
SECONDARY FACTOR	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	125	4.8
SOLE FACTOR	3	37.5	1,412	54.0
PRIMARY FACTOR	4	50.0	1,076	41.2
TOTAL	8	100.0	2,613	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION REPRESENTATIVE ONLY	1	12.5	350	13.4
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	7	87.5	2,263	86.6
TOTAL	8	100.0	2,613	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	50.0	881	33.7
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	4	50.0	1,732	66.3
TOTAL	8	100.0	2,613	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	4	50.0	988	37.8
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	3	37.5	1,500	57.4
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	5	62.5	1,151	44.0
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	37.5	1,462	56.0
TOTAL	8	100.0	2,613	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	5	62.5	1,151	44.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	37.5	1,462	56.0
TOTAL	8	100.0	2,613	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
40 HOURS	5	62.5	1,151	44.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	37.5	1,462	56.0
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 5 in the Definition at page ix.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,351	51.7
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	1	12.5	262	10.0
MEAL PERIOD PAID ON OVERTIME WORK	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	125	4.8
PROVISION FOR COMPRESSED WORK-WEEK	7	87.5	2,488	95.2
TOTAL	8	100.0	2,613	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	3	37.5	788	30.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	12.5	125	4.8
DOUBLE TIME	3	37.5	1,500	57.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	150	5.7
TIME AND ONE-HALF	3	37.5	788	30.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	12.5	125	4.8
DOUBLE TIME	2	25.0	1,350	51.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	2,226	85.2
TIME AND ONE-HALF	1	12.5	262	10.0
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,350	51.7
TIME AND ONE-HALF	1	12.5	256	9.8
DOUBLE TIME	4	50.0	1,007	38.5
TOTAL	8	100.0	2,613	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,851	70.8
TIME AND ONE-HALF	1	12.5	262	10.0
DOUBLE TIME	2	25.0	500	19.1
TOTAL	8	100.0	2,613	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	2,001	76.6
TIME AND ONE-HALF	1	12.5	262	10.0
DOUBLE TIME	1	12.5	350	13.4
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 6 in the Definition at page ix.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	350	13.4
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	5	62.5	1,993	76.3
OTHER	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	50.0	825	31.6
PROVISION EXISTS	4	50.0	1,788	68.4
TOTAL	8	100.0	2,613	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	2,151	82.3
AMOUNT PER HOUR $1.15	1	12.5	200	7.7
TIME RATE PAYMENT TIME AND ONE-HALF	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	2,151	82.3
AMOUNT PER HOUR $1.55	1	12.5	200	7.7
OTHER	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMOUNT PER HOUR				
$.20	1	12.5	262	10.0
$.25	1	12.5	256	9.8
$.40	2	25.0	620	23.7
$.45	1	12.5	200	7.7
$.64	1	12.5	150	5.7
$.65	1	12.5	1,000	38.3
PER CENT OF WAGES				
6.0 PER CENT	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMOUNT PER HOUR				
$.25	1	12.5	262	10.0
$.45	1	12.5	200	7.7
$.50	1	12.5	256	9.8
$.75	2	25.0	620	23.7
$1.12	1	12.5	150	5.7
$1.13	1	12.5	1,000	38.3
PER CENT OF WAGES				
6.0 PER CENT	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	2,151	82.3
AMOUNT PER HOUR				
$1.30	1	12.5	200	7.7
$5.00	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	1,613	61.7
PROVISION EXISTS	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	150	5.7
4.0 HOURS OF WORK OR PAY	4	50.0	1,806	69.1
VARIES DEPENDING ON WORK OR NOT	1	12.5	125	4.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	25.0	532	20.4
TOTAL	8	100.0	2,613	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 4.0 HOURS AT				
TIME AND ONE-HALF	1	12.5	350	13.4
DOUBLE TIME	1	12.5	1,000	38.3
MINIMUM OF 6.0 HOURS AT TIME AND ONE-HALF	1	12.5	200	7.7
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	12.5	150	5.7
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	3	37.5	651	24.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	625	23.9
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	5	62.5	1,988	76.1
TOTAL	8	100.0	2,613	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	350	13.4
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	4	50.0	1,732	66.3
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	3	37.5	531	20.3
TOTAL	8	100.0	2,613	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	50.0	1,700	65.1
2 PERIODS, 10 MINUTES EACH	3	37.5	643	24.6
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,263	86.6
1 PERIOD 5 MINUTES EACH	1	12.5	350	13.4
TOTAL	8	100.0	2,613	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	1	12.5	125	4.8
11 FULL HOLIDAYS	5	62.5	1,288	49.3
12 FULL HOLIDAYS	1	12.5	200	7.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	475	18.2
DAY BEFORE AND AFTER HOLIDAY	6	75.0	2,138	81.8
TOTAL	8	100.0	2,613	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,351	51.7
PROVISION EXISTS	2	25.0	1,262	48.3
TOTAL	8	100.0	2,613	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	770	29.5
PRECEDING FRIDAY OFF WITH PAY	1	12.5	1,000	38.3
FOLLOWING MONDAY OFF WITH PAY	2	25.0	325	12.4
ACCORDING TO GOVERNMENT REGULATIONS	1	12.5	256	9.8
OTHER	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	770	29.5
FOLLOWING MONDAY OFF WITH PAY	3	37.5	1,325	50.7
ACCORDING TO GOVERNMENT REGULATIONS	1	12.5	256	9.8
OTHER	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	1,125	43.1
EXTRA DAYS VACATION WITH PAY	4	50.0	1,138	43.6
EXTRA DAYS PAY	1	12.5	200	7.7
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	1	12.5	150	5.7
TOTAL	8	100.0	2,613	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,263	48.3
EXTRA DAY OFF WITH PAY	1	12.5	350	13.4
EXTRA DAYS PAY	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	270	10.3
TIME AND ONE-HALF PLUS HOLIDAY PAY	2	25.0	518	19.8
DOUBLE TIME PLUS HOLIDAY PAY	5	62.5	1,825	69.8
TOTAL	8	100.0	2,613	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
1 YEAR	5	62.5	1,338	51.2
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	125	4.8
1 YEAR	2	25.0	1,150	44.0
2 YEARS	3	37.5	726	27.8
3 YEARS	2	25.0	612	23.4
TOTAL	8	100.0	2,613	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	125	4.8
6 YEARS	1	12.5	200	7.7
9 YEARS	1	12.5	350	13.4
10 YEARS	4	50.0	1,668	63.8
11 YEARS	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	643	24.6
10 YEARS	1	12.5	200	7.7
20 YEARS	3	37.5	1,500	57.4
21 YEARS	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,463	94.3
25 YEARS	1	12.5	150	5.7
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	125	4.8
FOUR WEEKS	2	25.0	518	19.8
FIVE WEEKS	4	50.0	1,820	69.7
SIX WEEKS	1	12.5	150	5.7
TOTAL	8	100.0	2,613	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,226	46.9
PROVISION EXISTS	3	37.5	1,387	53.1
TOTAL	8	100.0	2,613	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,737	66.5
CASUAL ILLNESS LEAVE	2	25.0	620	23.7
GENERAL ILLNESS LEAVE	1	12.5	256	9.8
TOTAL	8	100.0	2,613	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,993	76.3
3 MONTHS	2	25.0	620	23.7
TOTAL	8	100.0	2,613	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE **

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,993	76.3
5 DAYS	2	25.0	620	23.7
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 7 in the Definition at page ix.

**For explanation see Number 8 in the Definition at page ix.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,993	76.3
UNDER 60 DAYS	1	12.5	270	10.3
VARIES WITH LENGTH OF SERVICE	1	12.5	350	13.4
TOTAL	8	100.0	2,613	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,801	68.9
PROVISION EXISTS	3	37.5	812	31.1
TOTAL	8	100.0	2,613	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
OTHER	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	275	10.5
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	6	75.0	2,338	89.5
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 8 in the Definition at page ix.

**For explanation see Number 9 in the Definition at page ix.

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	150	5.7
IMMEDIATE FAMILY ONLY 3.0 DAYS	5	62.5	1,207	46.2
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	12.5	256	9.8
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
12 MONTHS	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
18 WEEKS	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
MATERNITY LEAVE PLAN EXISTS	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	50.0	1,625	62.2
PROVISION EXISTS	4	50.0	988	37.8
TOTAL	8	100.0	2,613	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	475	18.2
PROVISION EXISTS	6	75.0	2,138	81.8
TOTAL	8	100.0	2,613	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,413	54.1
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	12.5	1,000	38.3
OTHER	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	545	20.9
GRIEVANCE PAY ONLY	5	62.5	2,068	79.1
TOTAL	8	100.0	2,613	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	50.0	737	28.2
PROVISION EXISTS	4	50.0	1,876	71.8
TOTAL	8	100.0	2,613	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,357	90.2
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	12.5	256	9.8
TOTAL	8	100.0	2,613	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	125	4.8
PROVISION EXISTS	7	87.5	2,488	95.2
TOTAL	8	100.0	2,613	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	275	10.5
PROVISION EXISTS	6	75.0	2,338	89.5
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 10 in the Definition at page ix.

**For explanation see Number 11 in the Definition at page ix.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	412	15.8
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	6	75.0	2,201	84.2
TOTAL	8	100.0	2,613	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	2,143	82.0
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	25.0	470	18.0
TOTAL	8	100.0	2,613	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	50.0	1,625	62.2
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	3	37.5	718	27.5
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	412	15.8
SUPPLIED AT NO COST TO EMPLOYEES	3	37.5	581	22.2
EMPLOYER MAKES A MONETARY ALLOWANCE	3	37.5	1,620	62.0
TOTAL	8	100.0	2,613	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,232	47.1
MAINTAINED AT NO COST TO EMPLOYEES	3	37.5	1,381	52.9
TOTAL	8	100.0	2,613	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	12.5	150	5.7
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	12.5	1,000	38.3
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	12.5	350	13.4
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	37.5	587	22.5
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	2	25.0	526	20.1
TOTAL	8	100.0	2,613	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,488	56.9
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	25.0	1,125	43.1
TOTAL	8	100.0	2,613	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,488	95.2
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,488	95.2
CENTS PER KILOMETER 20.0 CENTS	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PROVISION EXISTS	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	475	18.2
TRAINING FOR BARGAINING UNIT EMPLOYEES	6	75.0	2,138	81.8
TOTAL	8	100.0	2,613	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) **

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,475	56.4
SEVERANCE PAY PLAN	5	62.5	1,138	43.6
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 12 in the Definition at page ix.

**For explanation see Number 13 in the Definition at page x.

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	50.0	1,475	56.4
PROVISION EXISTS	4	50.0	1,138	43.6
TOTAL	8	100.0	2,613	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	62.5	1,895	72.5
PROVISION EXISTS	3	37.5	718	27.5
TOTAL	8	100.0	2,613	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	1,613	61.7
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	1,613	61.7
PROVISION EXISTS	1	12.5	1,000	38.3
TOTAL	8	100.0	2,613	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,351	90.0
PROVISION EXISTS	1	12.5	262	10.0
TOTAL	8	100.0	2,613	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,351	51.7
PROVISION EXISTS	2	25.0	1,262	48.3
TOTAL	8	100.0	2,613	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,351	51.7
PROVISION EXISTS	2	25.0	1,262	48.3
TOTAL	8	100.0	2,613	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,351	51.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	2	25.0	1,262	48.3
TOTAL	8	100.0	2,613	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	100.0	2,613	100.0
TOTAL	8	100.0	2,613	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
AUTOMATIC QUARTERLY ADJUSTMENTS	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,413	92.3
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	12.5	200	7.7
TOTAL	8	100.0	2,613	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,357	90.2
ATTENDANCE BONUS ONLY	1	12.5	256	9.8
TOTAL	8	100.0	2,613	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
100.0 PER CENT	5	62.5	1,338	51.2
TOTAL	8	100.0	2,613	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
DENTAL CARE PLAN ONLY	2	25.0	518	19.8
DENTAL CARE PLAN AND VISION CARE PLAN	2	25.0	550	21.0
COMBINATION OF THREE PLANS	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	75.0	1,993	76.3
PROVISION EXISTS	2	25.0	620	23.7
TOTAL	8	100.0	2,613	100.0

*For explanation see Number 14 in the Definition at page x.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
100.0 PER CENT	4	50.0	988	37.8
NOT SPECIFIED	1	12.5	350	13.4
TOTAL	8	100.0	2,613	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
25,000 DOLLARS	2	25.0	518	19.8
50,000 DOLLARS	2	25.0	550	21.0
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	12.5	270	10.3
TOTAL	8	100.0	2,613	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
100.0 PER CENT	4	50.0	988	37.8
NOT SPECIFIED	1	12.5	350	13.4
TOTAL	8	100.0	2,613	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
30,000 DOLLARS	1	12.5	270	10.3
50,000 DOLLARS	4	50.0	1,068	40.9
TOTAL	8	100.0	2,613	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
100.0 PER CENT	5	62.5	1,338	51.2
TOTAL	8	100.0	2,613	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
$400.00 PER WEEK	1	12.5	262	10.0
EXPRESSED AS PERCENT OF WAGES	2	25.0	620	23.7
VARIES WITH INCOME OR JOB CLASSIFICATION	2	25.0	456	17.5
TOTAL	8	100.0	2,613	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
17 WEEKS	2	25.0	620	23.7
26 WEEKS	1	12.5	200	7.7
52 WEEKS	2	25.0	518	19.8
TOTAL	8	100.0	2,613	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	37.5	1,275	48.8
PROVISION EXISTS	5	62.5	1,338	51.2
TOTAL	8	100.0	2,613	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	87.5	2,488	95.2
FLAT SUM PAYMENT	1	12.5	125	4.8
TOTAL	8	100.0	2,613	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	25.0	1,150	44.0
NON-CONTRIBUTORY	2	25.0	395	15.1
CONTRIBUTORY	1	12.5	262	10.0
NOT SPECIFIED	3	37.5	806	30.8
TOTAL	8	100.0	2,613	100.0

SECTION III

MANUFACTURING

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	8	10.5	1,323	8.3
FEBRUARY	1	1.3	113	.7
MAY	1	1.3	101	.6
JUNE	1	1.3	102	.6
OCTOBER	1	1.3	500	3.1
NOVEMBER	4	5.3	507	3.2
1987	35	46.1	6,579	41.4
FEBRUARY	8	10.5	1,128	7.1
MARCH	6	7.9	1,879	11.8
APRIL	2	2.6	300	1.9
MAY	2	2.6	285	1.8
JUNE	1	1.3	100	.6
JULY	6	7.9	1,141	7.2
AUGUST	1	1.3	100	.6
OCTOBER	2	2.6	353	2.2
NOVEMBER	2	2.6	290	1.8
DECEMBER	5	6.6	1,003	6.3
1988	31	40.8	6,850	43.1
JANUARY	2	2.6	430	2.7
FEBRUARY	3	3.9	701	4.4
MARCH	8	10.5	1,482	9.3
APRIL	5	6.6	1,414	8.9
MAY	3	3.9	525	3.3
JUNE	2	2.6	580	3.7
JULY	3	3.9	772	4.9
AUGUST	2	2.6	602	3.8
NOVEMBER	1	1.3	116	.7
DECEMBER	2	2.6	228	1.4
1989 AND LATER	2	2.6	1,135	7.1
MAY	1	1.3	135	.8
SEPTEMBER	1	1.3	1,000	6.3
TOTAL	76	100.0	15,887	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	3.9	652	4.1
CENSUS DIVISION NO. 1	3	3.9	652	4.1
LETHBRIDGE	7	9.2	1,620	10.2
CENSUS DIVISION NO. 2	7	9.2	1,620	10.2
CALGARY / DRUMHELLER	23	30.3	3,919	24.7
CENSUS DIVISION NO. 6	23	30.3	3,919	24.7
THE PARKS	4	5.3	852	5.4
CENSUS DIVISION NO. 9	1	1.3	138	.9
CENSUS DIVISION NO. 14	3	3.9	714	4.5
RED DEER / WAINWRIGHT	4	5.3	700	4.4
CENSUS DIVISION NO. 8	4	5.3	700	4.4
EDMONTON / LLOYDMIN.	26	34.2	6,311	39.7
CENSUS DIVISION NO. 11	26	34.2	6,311	39.7
PEACE RIVER	5	6.6	723	4.6
CENSUS DIVISION NO. 15	5	6.6	723	4.6
INTER-REGIONAL	3	3.9	986	6.2
PROVINCE WIDE	1	1.3	124	.8
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 1 in the Definition at page viii.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE*

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	3.9	652	4.1
MEDICINE HAT	1	1.3	110	.7
REMAINDER	2	2.6	542	3.4
LETHBRIDGE	7	9.2	1,620	10.2
LETHBRIDGE	6	7.9	1,470	9.3
TABER	1	1.3	150	.9
CALGARY / DRUMHELLER	23	30.3	3,919	24.7
CALGARY	22	28.9	3,819	24.0
REMAINDER	1	1.3	100	.6
THE PARKS	4	5.3	852	5.4
HINTON	2	2.6	594	3.7
REMAINDER	2	2.6	258	1.6
RED DEER / WAINWRIGHT	4	5.3	700	4.4
RED DEER	4	5.3	700	4.4
EDMONTON / LLOYDMIN.	26	34.2	6,311	39.7
EDMONTON	24	31.6	5,661	35.6
FORT SASKATCHEWAN	1	1.3	550	3.5
SPRUCE GROVE	1	1.3	100	.6
PEACE RIVER	5	6.6	723	4.6
REMAINDER	5	6.6	723	4.6
TWO OR MORE REGIONS	3	3.9	986	6.2
PROVINCE WIDE	1	1.3	124	.8
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 2 in the Definition at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ALTA BRHD DAIRY EMPLOYEES	2	2.6	314	2.0
BAKERY WORKERS	1	1.3	121	.8
BOILERMAKERS	4	5.3	512	3.2
BREWERY WORKERS	1	1.3	130	.8
CANADIAN PAPERWORKERS	1	1.3	478	3.0
CARPENTERS	2	2.6	230	1.4
EMPLOYEES ASSOCIATION	7	9.2	1,080	6.8
ENERGY & CHEMICAL WORKERS	10	13.2	2,284	14.4
GARMENT WORKERS	1	1.3	500	3.1
GLASSWORKERS	2	2.6	542	3.4
GRAPHIC COMMUNICATIONS	1	1.3	115	.7
IRON WORKERS	3	3.9	314	2.0
LADIES' GARMENT WORKERS	1	1.3	133	.8
MACHINISTS	1	1.3	128	.8
MULTI-UNION	1	1.3	100	.6
OPERATING ENGINEERS	2	2.6	251	1.6
RETAIL WHOLESALE UNION	2	2.6	335	2.1
RUBBER WORKERS	1	1.3	110	.7
STEELWORKERS	7	9.2	1,518	9.6
TEAMSTERS	4	5.3	1,205	7.6
UNITED FOOD & COMM. WORKERS	15	19.7	4,467	28.1
WOODWORKERS	7	9.2	1,020	6.4
TOTAL	76	100.0	15,887	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	1	1.3	115	.7
BETWEEN ONE AND TWO YEARS	7	9.2	1,156	7.3
TWO YEARS	41	53.9	8,435	53.1
BETWEEN TWO AND THREE YEARS	3	3.9	406	2.6
THREE YEARS	20	26.3	4,364	27.5
MORE THAN THREE YEARS	4	5.3	1,411	8.9
TOTAL	76	100.0	15,887	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	54	71.1	6,920	43.6
200 - 499 EMPLOYEES	16	21.1	4,942	31.1
500 - 999 EMPLOYEES	5	6.6	3,025	19.0
1,000 OR MORE EMPLOYEES	1	1.3	1,000	6.3
TOTAL	76	100.0	15,887	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	73	96.1	14,979	94.3
NON-OFFICE AND OFFICE EMPLOYEES	3	3.9	908	5.7
TOTAL	76	100.0	15,887	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	34.2	5,492	34.6
UNION MEMBERSHIP	19	25.0	3,704	23.3
RACE, RELIGION, UNION MEMBERSHIP	1	1.3	105	.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	1.3	330	2.1
RACE, RELIGION, NATIONALITY, SEX	7	9.2	1,815	11.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	14	18.4	3,295	20.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	3	3.9	430	2.7
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	1.3	116	.7
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	4	5.3	600	3.8
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 3 in the Definition at page viii.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	7.9	1,184	7.5
GENERAL STATEMENT OF MANAGEMENT RIGHTS	7	9.2	1,832	11.5
ENUMERATED LIST OF MANAGEMENT RIGHTS	21	27.6	5,127	32.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	10	13.2	1,391	8.8
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	32	42.1	6,353	40.0
TOTAL	76	100.0	15,887	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	21.1	3,337	21.0
CLOSED SHOP	6	7.9	800	5.0
UNION SHOP	45	59.2	10,254	64.5
MODIFIED UNION SHOP	4	5.3	592	3.7
MAINTENANCE OF MEMBERSHIP	5	6.6	904	5.7
TOTAL	76	100.0	15,887	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	3.9	515	3.2
DUES CHECK-OFF ONLY	17	22.4	3,366	21.2
DUES AND INITIATION FEES	23	30.3	4,763	30.0
DUES AND ASSESSMENTS	2	2.6	301	1.9
DUES AND FINES	2	2.6	263	1.7
DUES, INITIATION FEES AND ASSESSMENTS	25	32.9	5,540	34.9
DUES, INITIATION FEES AND FINES	1	1.3	500	3.1
DUES, INITIATION FEES, ASSESSMENTS AND FINES	3	3.9	639	4.0
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 4 in the Definition at page viii.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.2	1,063	6.7
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	47	61.8	10,021	63.1
COMPULSORY FOR UNION MEMBERS	2	2.6	257	1.6
COMPULSORY FOR NEW EMPLOYEES	4	5.3	591	3.7
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	2	2.6	253	1.6
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	7	9.2	2,334	14.7
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	7	9.2	1,368	8.6
TOTAL	76	100.0	15,887	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.2	1,247	7.8
30 CALENDAR DAYS	11	14.5	2,783	17.5
60 CALENDAR DAYS	6	7.9	837	5.3
90 CALENDAR DAYS	9	11.8	2,163	13.6
120 CALENDAR DAYS	2	2.6	555	3.5
150 CALENDAR DAYS	2	2.6	875	5.5
15 WORKING DAYS/SHIFTS	1	1.3	130	.8
30 WORKING DAYS/SHIFTS	5	6.6	719	4.5
40 WORKING DAYS/SHIFTS	1	1.3	119	.7
45 WORKING DAYS/SHIFTS	3	3.9	922	5.8
55 WORKING DAYS/SHIFTS	1	1.3	125	.8
60 WORKING DAYS/SHIFTS	7	9.2	939	5.9
68 WORKING DAYS/SHIFTS	1	1.3	100	.6
90 WORKING DAYS/SHIFTS	5	6.6	1,560	9.8
130 WORKING DAYS/SHIFTS	1	1.3	175	1.1
10 WEEKS	1	1.3	125	.8
3 MONTHS	8	10.5	1,800	11.3
6 MONTHS	1	1.3	210	1.3
VARIES BY OCCUPATION OR CLASSIFICATION	2	2.6	300	1.9
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	1.3	102	.6
OTHER	1	1.3	101	.6
TOTAL	76	100.0	15,887	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.6	614	3.9
COMPANY	12	15.8	2,732	17.2
PLANT	15	19.7	2,270	14.3
DEPARTMENT	4	5.3	1,066	6.7
JOB OR OCCUPATIONAL CLASSIFICATION	2	2.6	263	1.7
COMBINATION OF COMPANY AND PLANT	2	2.6	200	1.3
COMBINATION OF COMPANY AND DEPARTMENT	5	6.6	1,376	8.7
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.3	400	2.5
COMBINATION OF PLANT AND DEPARTMENT	19	25.0	4,578	28.8
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.3	300	1.9
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	2	2.6	235	1.5
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	3.9	718	4.5
NOT SPECIFIED	5	6.6	1,135	7.1
TOTAL	76	100.0	15,887	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.2	1,131	7.1
6 MONTHS	11	14.5	2,171	13.7
9 MONTHS	3	3.9	450	2.8
12 MONTHS	24	31.6	5,596	35.2
18 MONTHS	2	2.6	305	1.9
24 MONTHS	3	3.9	1,560	9.8
48 MONTHS	1	1.3	111	.7
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	17	22.4	2,800	17.6
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	6	7.9	1,125	7.1
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	2	2.6	638	4.0
TOTAL	76	100.0	15,887	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	52.6	8,483	53.4
24 HOURS	2	2.6	219	1.4
48 HOURS	1	1.3	102	.6
3 CALENDAR DAYS	2	2.6	532	3.3
7 CALENDAR DAYS	1	1.3	218	1.4
2 WORKING DAYS/SHIFTS	1	1.3	115	.7
3 WORKING DAYS/SHIFTS	2	2.6	598	3.8
5 WORKING DAYS/SHIFTS	3	3.9	418	2.6
1 WEEKS	3	3.9	421	2.6
4 WEEKS	1	1.3	175	1.1
VARIES WITH LENGTH OF SERVICE	20	26.3	4,606	29.0
TOTAL	76	100.0	15,887	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	84.2	13,487	84.9
2 DAYS PAY	1	1.3	115	.7
5 DAYS PAY	1	1.3	138	.9
VARIES WITH LENGTH OF SERVICE	9	11.8	1,997	12.6
NOT SPECIFIED	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	85.5	12,894	81.2
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	1	1.3	150	.9
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	9	11.8	2,358	14.8
ACCORDING TO LEGISLATION	1	1.3	485	3.1
TOTAL	76	100.0	15,887	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	18.4	2,289	14.4
48 HOURS	1	1.3	1,000	6.3
72 HOURS	1	1.3	135	.8
3 CALENDAR DAYS	5	6.6	1,580	9.9
5 CALENDAR DAYS	7	9.2	1,165	7.3
6 CALENDAR DAYS	1	1.3	111	.7
7 CALENDAR DAYS	4	5.3	1,265	8.0
8 CALENDAR DAYS	1	1.3	120	.8
2 WORKING DAYS/SHIFTS	3	3.9	447	2.8
3 WORKING DAYS/SHIFTS	14	18.4	2,665	16.8
5 WORKING DAYS/SHIFTS	14	18.4	3,280	20.6
6 WORKING DAYS/SHIFTS	1	1.3	422	2.7
7 WORKING DAYS/SHIFTS	2	2.6	293	1.8
10 WORKING DAYS/SHIFTS	1	1.3	175	1.1
1 WEEKS	1	1.3	116	.7
2 WEEKS	1	1.3	180	1.1
NOT SPECIFIED	5	6.6	644	4.1
TOTAL	76	100.0	15,887	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.6	721	4.5
SOLE FACTOR	3	3.9	498	3.1
PRIMARY FACTOR	33	43.4	7,635	48.1
SECONDARY FACTOR	30	39.5	5,993	37.7
EQUAL FACTOR	1	1.3	100	.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	4	5.3	940	5.9
TOTAL	76	100.0	15,887	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	36.8	4,234	26.7
SOLE FACTOR	6	7.9	1,201	7.6
PRIMARY FACTOR	19	25.0	4,762	30.0
SECONDARY FACTOR	16	21.1	3,517	22.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	7	9.2	2,173	13.7
TOTAL	76	100.0	15,887	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	3.9	403	2.5
SOLE FACTOR	16	21.1	3,396	21.4
PRIMARY FACTOR	35	46.1	7,651	48.2
SECONDARY FACTOR	20	26.3	3,767	23.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	2.6	670	4.2
TOTAL	76	100.0	15,887	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.3	138	.9
EMPLOYEE ONLY	10	13.2	1,808	11.4
UNION REPRESENTATIVE ONLY	4	5.3	515	3.2
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	55	72.4	12,284	77.3
UNION ONLY	5	6.6	1,032	6.5
CHOICE BETWEEN SEVERAL PROCEDURES	1	1.3	110	.7
TOTAL	76	100.0	15,887	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	52.6	7,504	47.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	26	34.2	5,283	33.3
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	3.9	960	6.0
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	3.9	700	4.4
OTHER	4	5.3	1,440	9.1
TOTAL	76	100.0	15,887	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	16	21.1	2,355	14.8
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	48	63.2	11,767	74.1
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	12	15.8	1,765	11.1
TOTAL	76	100.0	15,887	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.6	320	2.0
FIVE DAYS A WEEK	63	82.9	12,839	80.8
FIVE AND ONE-HALF DAYS A WEEK	1	1.3	101	.6
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	8	10.5	2,347	14.8
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	2	2.6	280	1.8
TOTAL	76	100.0	15,887	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.3	200	1.3
7-3/10 HOURS	1	1.3	121	.8
8 HOURS	60	78.9	12,038	75.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	14.5	3,164	19.9
VARIES FOR DIFFERENT SEASONS	2	2.6	231	1.5
OTHER	1	1.3	133	.8
TOTAL	76	100.0	15,887	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
36-1/4 HOURS	1	1.3	133	.8
36-1/2 HOURS	1	1.3	121	.8
40 HOURS	68	89.5	13,947	87.8
44 HOURS	1	1.3	101	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	5.3	1,470	9.3
VARIES FOR DIFFERENT SEASONS	1	1.3	115	.7
TOTAL	76	100.0	15,887	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	50.0	7,474	47.0
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	4	5.3	809	5.1
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	3	3.9	358	2.3
MEAL PERIOD PAID ON 3RD SHIFT ONLY	2	2.6	611	3.8
MEAL PERIOD PAID ON OVERTIME WORK	24	31.6	4,827	30.4
THREE SHIFTS AND OVERTIME	2	2.6	598	3.8
2ND AND 3RD SHIFTS	1	1.3	100	.6
2ND AND 3RD SHIFT AND OVERTIME	2	2.6	1,110	7.0
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 5 in the Definition at page ix.

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	77.6	12,621	79.4
PROVISION FOR FLEX-TIME	1	1.3	111	.7
PROVISION FOR COMPRESSED WORK-WEEK	16	21.1	3,155	19.9
TOTAL	76	100.0	15,887	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.3	200	1.3
TIME AND ONE-HALF	18	23.7	3,938	24.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	2.6	500	3.1
DOUBLE TIME AFTER 2 HOURS	14	18.4	3,677	23.1
DOUBLE TIME AFTER 3 HOURS	9	11.8	1,535	9.7
DOUBLE TIME AFTER 4 HOURS	8	10.5	1,071	6.7
DOUBLE TIME AFTER 5 HOURS	5	6.6	755	4.8
DOUBLE TIME AFTER 8 HOURS	1	1.3	100	.6
OTHER	1	1.3	218	1.4
DOUBLE TIME	11	14.5	2,130	13.4
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	1.3	400	2.5
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.3	124	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	2.6	645	4.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.0
NOT SPECIFIED	1	1.3	116	.7
TOTAL	76	100.0	15,887	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	32	42.1	6,469	40.7
TIME AND ONE-HALF	24	31.6	4,985	31.4
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	2.6	500	3.1
DOUBLE TIME AFTER 2 HOURS	1	1.3	113	.7
DOUBLE TIME AFTER 3 HOURS	1	1.3	115	.7
DOUBLE TIME AFTER 4 HOURS	2	2.6	215	1.4
DOUBLE TIME AFTER 5 HOURS	2	2.6	1,400	8.8
DOUBLE TIME AFTER 8 HOURS	2	2.6	280	1.8
DOUBLE TIME AFTER 10 HOURS	1	1.3	125	.8
DOUBLE TIME AFTER 16 HOURS	1	1.3	130	.8
DOUBLE TIME	6	7.9	953	6.0
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.3	124	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.0
TOTAL	76	100.0	15,887	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	40	52.6	8,939	56.3
TIME AND ONE-HALF	16	21.1	2,542	16.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	5	6.6	2,114	13.3
DOUBLE TIME AFTER 8 HOURS	4	5.3	530	3.3
DOUBLE TIME	7	9.2	981	6.2
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	1.3	400	2.5
EQUIVALENT TIME OFF	1	1.3	120	.8
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	1.3	160	1.0
OTHER	1	1.3	101	.6
TOTAL	76	100.0	15,887	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	32.9	6,456	40.6
TIME AND ONE-HALF	4	5.3	516	3.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	1.3	100	.6
DOUBLE TIME	37	48.7	5,788	36.4
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.3	400	2.5
TRIPLE TIME AFTER 14 HOURS	1	1.3	218	1.4
DOUBLE TIME AND ONE-HALF	3	3.9	1,510	9.5
EQUIVALENT TIME OFF	1	1.3	120	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.0
OTHER	2	2.6	301	1.9
TOTAL	76	100.0	15,887	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	67.1	10,087	63.5
TIME AND ONE-HALF	11	14.5	2,675	16.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.3	422	2.7
DOUBLE TIME AFTER 3 HOURS	1	1.3	224	1.4
DOUBLE TIME AFTER 4 HOURS	3	3.9	353	2.2
DOUBLE TIME AFTER 8 HOURS	1	1.3	218	1.4
DOUBLE TIME	7	9.2	1,423	9.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.3	485	3.1
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 6 in the Definition at page ix.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	64.5	9,497	59.8
TIME AND ONE-HALF	5	6.6	1,001	6.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.3	422	2.7
DOUBLE TIME AFTER 3 HOURS	1	1.3	224	1.4
DOUBLE TIME AFTER 4 HOURS	1	1.3	120	.8
DOUBLE TIME	16	21.1	3,770	23.7
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 14 HOURS	1	1.3	218	1.4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.3	485	3.1
OTHER	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	31.6	4,715	29.7
$ 1.50 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	1.3	130	.8
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	422	2.7
$ 5.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	1.3	380	2.4
1-1/2 HOURS OF OVERTIME	2	2.6	1,110	7.0
2 HOURS OF OVERTIME	3	3.9	375	2.4
UNSPECIFIED HOURS	3	3.9	1,014	6.4
$ 6.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	180	1.1
$ 4.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.3	175	1.1
$ 4.80 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.3	110	.7
$ 5.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	2	2.6	325	2.0
1-1/2 HOURS OF OVERTIME	2	2.6	365	2.3
2 HOURS OF OVERTIME	2	2.6	345	2.2
UNSPECIFIED HOURS	1	1.3	700	4.4
$ 6.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	1.3	116	.7
$ 7.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.3	150	.9
$ 7.50 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.3	220	1.4
$ 8.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	3	3.9	478	3.0
$ 9.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.3	111	.7
AMOUNT NOT SPECIFIED, PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	100	.6
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	2	2.6	276	1.7
1-1/2 HOURS OF OVERTIME	1	1.3	140	.9
2 HOURS OF OVERTIME	13	17.1	2,626	16.5
3 HOURS OF OVERTIME	1	1.3	105	.7
4 HOURS OF OVERTIME	4	5.3	789	5.0
5 HOURS OF OVERTIME	1	1.3	100	.6
UNSPECIFIED HOURS	1	1.3	330	2.1
TOTAL	76	100.0	15,887	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	60.5	9,540	60.0
PROVISION EXISTS	30	39.5	6,347	40.0
TOTAL	76	100.0	15,887	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	84.2	12,709	80.0
AMOUNT PER HOUR				
$.30	1	1.3	175	1.1
$1.25	2	2.6	293	1.8
TIME RATE PAYMENT				
TIME AND ONE-HALF	6	7.9	1,210	7.6
DOUBLE TIME	2	2.6	1,400	8.8
OTHER	1	1.3	100	.6
TOTAL	76	100.0	15,887	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	69.7	10,669	67.2
AMOUNT PER HOUR				
$.26	1	1.3	422	2.7
$.30	1	1.3	175	1.1
$.75	1	1.3	121	.8
$1.00	1	1.3	130	.8
$1.25	6	7.9	1,094	6.9
$1.50	1	1.3	180	1.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	9	11.8	1,571	9.9
DOUBLE TIME	3	3.9	1,525	9.6
TOTAL	76	100.0	15,887	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	7.9	1,180	7.4
AMOUNT PER HOUR				
$.23	1	1.3	130	.8
$.25	8	10.5	1,403	8.8
$.30	5	6.6	1,730	10.9
$.31	9	11.8	1,959	12.3
$.35	12	15.8	3,011	19.0
$.37	1	1.3	121	.8
$.40	5	6.6	550	3.5
$.44	1	1.3	135	.8
$.45	4	5.3	652	4.1
$.49	1	1.3	119	.7
$.50	6	7.9	1,468	9.2
$.55	3	3.9	465	2.9
$.60	1	1.3	180	1.1
$.61	1	1.3	175	1.1
$.63	1	1.3	485	3.1
$.65	1	1.3	128	.8
$.66	3	3.9	860	5.4
$.68	1	1.3	330	2.1
$.70	1	1.3	130	.8
$.85	1	1.3	101	.6
$1.20	1	1.3	115	.7
$2.50	1	1.3	200	1.3
PER CENT OF WAGES				
5.0 PER CENT	1	1.3	110	.7
NOT SPECIFIED	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	11.8	1,628	10.2
AMOUNT PER HOUR				
$.25	1	1.3	120	.8
$.30	9	11.8	2,623	16.5
$.31	6	7.9	943	5.9
$.35	10	13.2	2,511	15.8
$.37	1	1.3	121	.8
$.40	4	5.3	513	3.2
$.45	4	5.3	814	5.1
$.46	1	1.3	130	.8
$.50	7	9.2	2,157	13.6
$.60	5	6.6	714	4.5
$.70	1	1.3	128	.8
$.75	5	6.6	728	4.6
$.80	2	2.6	235	1.5
$1.00	3	3.9	322	2.0
$1.09	1	1.3	175	1.1
$1.12	1	1.3	485	3.1
$1.16	2	2.6	310	2.0
$1.17	1	1.3	550	3.5
$1.20	1	1.3	330	2.1
$2.50	1	1.3	200	1.3
NOT SPECIFIED	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	96.1	15,058	94.8
AMOUNT PER HOUR				
$.25	1	1.3	135	.8
$.40	1	1.3	575	3.6
$.64	1	1.3	119	.7
TOTAL	76	100.0	15,887	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	96.1	15,511	97.6
AMOUNT PER HOUR				
$.50	2	2.6	260	1.6
PER CENT OF WAGES				
2.0 PER CENT	1	1.3	116	.7
TOTAL	76	100.0	15,887	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	97.4	15,666	98.6
AMOUNT PER HOUR $.20	1	1.3	105	.7
NOT SPECIFIED	1	1.3	116	.7
TOTAL	76	100.0	15,887	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	97.4	15,391	96.9
AMOUNT PER HOUR $.30	1	1.3	380	2.4
PER CENT OF WAGES 2.0 PER CENT	1	1.3	116	.7
TOTAL	76	100.0	15,887	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	92.1	14,223	89.5
PROVISION EXISTS	6	7.9	1,664	10.5
TOTAL	76	100.0	15,887	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	30.3	5,309	33.4
2.0 HOURS OF WORK OR PAY	1	1.3	101	.6
3.0 HOURS OF WORK OR PAY	1	1.3	135	.8
4.0 HOURS OF WORK OR PAY	39	51.3	8,018	50.5
VARIES DEPENDING ON WORK OR NOT	11	14.5	1,824	11.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	500	3.1
TOTAL	76	100.0	15,887	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	18.4	3,624	22.8
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	1.3	120	.8
DOUBLE TIME	4	5.3	775	4.9
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	1	1.3	220	1.4
TIME AND ONE-HALF	3	3.9	1,274	8.0
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	12	15.8	2,640	16.6
TIME AND ONE-HALF	2	2.6	258	1.6
DOUBLE TIME	4	5.3	623	3.9
MINIMUM OF 1.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	1.3	115	.7
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	16	21.1	3,422	21.5
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.3	110	.7
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	2	2.6	226	1.4
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	11	14.5	1,679	10.6
MINIMUM OF 5.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.3	485	3.1
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.3	100	.6
OTHER	2	2.6	216	1.4
TOTAL	76	100.0	15,887	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	77.6	11,135	70.1
WEEKLY WORK OR WAGE GUARANTEE	15	19.7	4,467	28.1
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	1.3	125	.8
OTHER	1	1.3	160	1.0
TOTAL	76	100.0	15,887	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	39.5	5,415	34.1
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	42	55.3	9,377	59.0
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	4	5.3	1,095	6.9
TOTAL	76	100.0	15,887	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	26.3	3,729	23.5
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	28	36.8	7,315	46.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	28	36.8	4,843	30.5
TOTAL	76	100.0	15,887	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	31.6	5,039	31.7
2 PERIODS, 10 MINUTES EACH	22	28.9	3,473	21.9
2 PERIODS, 12 MINUTES EACH	1	1.3	220	1.4
2 PERIODS, 15 MINUTES EACH	23	30.3	6,020	37.9
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	130	.8
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	1.3	422	2.7
2 PERIODS, DURATION NOT SPECIFIED	2	2.6	300	1.9
PERIODS AND DURATION NOT SPECIFIED	1	1.3	150	.9
OTHER	1	1.3	133	.8
TOTAL	76	100.0	15,887	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	80.3	11,526	72.5
1 PERIOD 5 MINUTES EACH	8	10.5	1,191	7.5
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	133	.8
PERIODS AND DURATION NOT SPECIFIED	6	7.9	3,037	19.1
TOTAL	76	100.0	15,887	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	1.3	121	.8
10 FULL HOLIDAYS	22	28.9	5,152	32.4
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.3	133	.8
11 FULL HOLIDAYS	39	51.3	7,857	49.5
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	1.3	130	.8
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.3	101	.6
12 FULL HOLIDAYS	9	11.8	1,787	11.2
13 FULL HOLIDAYS	1	1.3	128	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.0
TOTAL	76	100.0	15,887	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	100.0	15,887	100.0
TOTAL	76	100.0	15,887	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	46.1	6,833	43.0
30 CALENDAR DAYS	21	27.6	3,792	23.9
90 CALENDAR DAYS	1	1.3	485	3.1
1 WORKING DAY	1	1.3	160	1.0
7 WORKING DAYS	1	1.3	200	1.3
30 WORKING DAYS	9	11.8	2,157	13.6
45 WORKING DAYS	1	1.3	422	2.7
90 WORKING DAYS	1	1.3	130	.8
1 MONTH	1	1.3	135	.8
6 MONTHS	1	1.3	175	1.1
NOT SPECIFIED	3	3.9	1,238	7.8
OTHER	1	1.3	160	1.0
TOTAL	76	100.0	15,887	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	11.8	1,267	8.0
DAY BEFORE AND AFTER HOLIDAY	61	80.3	12,812	80.6
DAY BEFORE OR AFTER HOLIDAY	3	3.9	800	5.0
DURING HOLIDAY WEEK OR OTHER PERIOD	2	2.6	530	3.3
COMBINATIONS	1	1.3	478	3.0
TOTAL	76	100.0	15,887	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	80.3	12,638	79.5
PROVISION EXISTS	15	19.7	3,249	20.5
TOTAL	76	100.0	15,887	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	40.8	6,233	39.2
PRECEDING FRIDAY OFF WITH PAY	8	10.5	1,358	8.5
FOLLOWING MONDAY OFF WITH PAY	12	15.8	2,929	18.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	12	15.8	1,950	12.3
ANOTHER DAY OFF WITH PAY	3	3.9	829	5.2
EXTRA DAYS PAY	2	2.6	300	1.9
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	3	3.9	474	3.0
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	2.6	588	3.7
ACCORDING TO GOVERNMENT REGULATIONS	1	1.3	116	.7
OTHER	2	2.6	1,110	7.0
TOTAL	76	100.0	15,887	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	38.2	5,918	37.3
FOLLOWING MONDAY OFF WITH PAY	23	30.3	4,735	29.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	12	15.8	1,950	12.3
ANOTHER DAY OFF WITH PAY	4	5.3	996	6.3
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	3	3.9	474	3.0
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	2.6	588	3.7
ACCORDING TO GOVERNMENT REGULATIONS	2	2.6	1,116	7.0
OTHER	1	1.3	110	.7
TOTAL	76	100.0	15,887	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	28.9	3,813	24.0
EXTRA DAYS VACATION WITH PAY	32	42.1	6,035	38.0
EXTRA DAYS PAY	6	7.9	1,341	8.4
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	16	21.1	4,698	29.6
TOTAL	76	100.0	15,887	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	72.4	12,041	75.8
EXTRA DAY OFF WITH PAY	11	14.5	1,672	10.5
EXTRA DAYS PAY	4	5.3	645	4.1
EXTRA DAY OFF OR EXTRA DAYS PAY	6	7.9	1,529	9.6
TOTAL	76	100.0	15,887	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.6	771	4.9
TIME AND ONE-HALF PLUS HOLIDAY PAY	27	35.5	5,689	35.8
DOUBLE TIME PLUS HOLIDAY PAY	28	36.8	5,917	37.2
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	2	2.6	260	1.6
TRIPLE TIME PLUS HOLIDAY PAY	3	3.9	757	4.8
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.3	120	.8
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.3	175	1.1
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	2.6	405	2.5
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	2	2.6	314	2.0
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	4	5.3	1,378	8.7
NOT SPECIFIED	1	1.3	101	.6
TOTAL	76	100.0	15,887	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.6	1,325	8.3
SIX MONTHS BUT LESS THAN ONE YEAR	1	1.3	160	1.0
1 YEAR	67	88.2	13,953	87.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	130	.8
OTHER	2	2.6	319	2.0
TOTAL	76	100.0	15,887	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	5	6.6	1,293	8.1
2 YEARS	11	14.5	2,140	13.5
3 YEARS	22	28.9	3,441	21.7
4 YEARS	15	19.7	4,056	25.5
5 YEARS	22	28.9	4,827	30.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	130	.8
TOTAL	76	100.0	15,887	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.6	233	1.5
5 YEARS	2	2.6	378	2.4
7 YEARS	8	10.5	1,497	9.4
8 YEARS	11	14.5	1,787	11.2
9 YEARS	7	9.2	2,267	14.3
10 YEARS	26	34.2	6,134	38.6
11 YEARS	5	6.6	1,414	8.9
12 YEARS	11	14.5	1,621	10.2
14 YEARS	1	1.3	115	.7
15 YEARS	2	2.6	330	2.1
18 YEARS	1	1.3	111	.7
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	19.7	2,083	13.1
12 YEARS	3	3.9	778	4.9
13 YEARS	1	1.3	121	.8
14 YEARS	3	3.9	396	2.5
15 YEARS	13	17.1	3,371	21.2
17 YEARS	2	2.6	271	1.7
18 YEARS	2	2.6	271	1.7
19 YEARS	3	3.9	645	4.1
20 YEARS	26	34.2	6,094	38.4
21 YEARS	1	1.3	101	.6
22 YEARS	3	3.9	1,003	6.3
23 YEARS	2	2.6	527	3.3
30 YEARS	2	2.6	226	1.4
TOTAL	76	100.0	15,887	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	38.2	4,650	29.3
18 YEARS	1	1.3	121	.8
20 YEARS	8	10.5	2,286	14.4
24 YEARS	7	9.2	1,317	8.3
25 YEARS	25	32.9	6,098	38.4
30 YEARS	6	7.9	1,415	8.9
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THREE WEEKS	2	2.6	233	1.5
FOUR WEEKS	14	18.4	2,030	12.8
FIVE WEEKS	13	17.1	2,456	15.5
SIX WEEKS	32	42.1	8,452	53.2
SEVEN WEEKS	15	19.7	2,716	17.1
TOTAL	76	100.0	15,887	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	86.8	13,604	85.6
PROVISION EXISTS	10	13.2	2,283	14.4
TOTAL	76	100.0	15,887	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	78.9	11,979	75.4
CASUAL ILLNESS LEAVE	16	21.1	3,908	24.6
TOTAL	76	100.0	15,887	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	82.9	13,514	85.1
90 WORKING DAYS	1	1.3	130	.8
3 MONTHS	4	5.3	571	3.6
6 MONTHS	2	2.6	333	2.1
12 MONTHS	6	7.9	1,339	8.4
TOTAL	76	100.0	15,887	100.0

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*For explanation see Number 7 in the Definition at page ix.

**For explanation see Number 8 in the Definition at page ix.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	80.3	12,112	76.2
4 DAYS	1	1.3	575	3.6
5 DAYS	3	3.9	539	3.4
6 DAYS	2	2.6	271	1.7
7 DAYS	1	1.3	150	.9
9 DAYS	1	1.3	130	.8
12 DAYS	4	5.3	1,685	10.6
24 DAYS	1	1.3	160	1.0
25 DAYS	1	1.3	115	.7
OTHER	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	82.9	12,393	78.0
UNDER 60 DAYS	12	15.8	3,364	21.2
NO LIMIT SPECIFIED	1	1.3	130	.8
TOTAL	76	100.0	15,887	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	96.1	14,927	94.0
VARIES WITH LENGTH OF SERVICE	1	1.3	150	.9
PER CENT NOT SPECIFIED	2	2.6	810	5.1
TOTAL	76	100.0	15,887	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	98.7	15,737	99.1
20 DAYS	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	94.7	14,207	89.4
VARIES WITH LENGTH OF SERVICE	1	1.3	150	.9
PER CENT NOT SPECIFIED	3	3.9	1,530	9.6
TOTAL	76	100.0	15,887	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	97.4	15,607	98.2
20 DAYS	1	1.3	150	.9
OTHER	1	1.3	130	.8
TOTAL	76	100.0	15,887	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	100.0	15,887	100.0
TOTAL	76	100.0	15,887	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	100.0	15,887	100.0
TOTAL	76	100.0	15,887	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	50.0	6,798	42.8
PROVISION EXISTS	38	50.0	9,089	57.2
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 8 in the Definition at page ix.

**For explanation see Number 9 in the Definition at page ix.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	93.4	14,842	93.4
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	2.6	585	3.7
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	1.3	150	.9
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	1.3	160	1.0
OTHER	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	93.4	14,812	93.2
2 MONTHS	1	1.3	485	3.1
3 MONTHS	1	1.3	150	.9
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	1.3	160	1.0
NOT SPECIFIED	1	1.3	130	.8
OTHER	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	26.3	3,964	25.0
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	53	69.7	11,370	71.6
PART OF DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	1	1.3	160	1.0
REGULAR PAY PLUS JURY DUTY FEES	2	2.6	393	2.5
TOTAL	76	100.0	15,887	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	3.9	640	4.0
IMMEDIATE FAMILY ONLY				
3.0 DAYS	40	52.6	7,102	44.7
4.0 DAYS	1	1.3	700	4.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	11	14.5	2,841	17.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	2.6	265	1.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.3	110	.7
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.3	218	1.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.3	550	3.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	1.3	167	1.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.3	110	.7
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	1.3	160	1.0
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.3	111	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.3	100	.6
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.3	128	.8
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	1.3	121	.8
NOT SPECIFIED	9	11.8	2,564	16.1
TOTAL	76	100.0	15,887	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	77.6	10,971	69.1
6 MONTHS	1	1.3	422	2.7
9 MONTHS	1	1.3	167	1.1
12 MONTHS	15	19.7	4,327	27.2
TOTAL	76	100.0	15,887	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	65.8	9,441	59.4
10 WEEKS	1	1.3	180	1.1
12 WEEKS	1	1.3	380	2.4
16 WEEKS	1	1.3	180	1.1
17 WEEKS	2	2.6	602	3.8
18 WEEKS	6	7.9	811	5.1
20 WEEKS	5	6.6	1,133	7.1
21 WEEKS	2	2.6	230	1.4
24 WEEKS	3	3.9	1,450	9.1
52 WEEKS	1	1.3	422	2.7
ACCORDING TO LEGISLATION	3	3.9	925	5.8
NOT SPECIFIED	1	1.3	133	.8
TOTAL	76	100.0	15,887	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	80.3	11,830	74.5
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	2	2.6	1,400	8.8
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	11	14.5	2,035	12.8
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	2	2.6	622	3.9
TOTAL	76	100.0	15,887	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	64.5	9,300	58.5
MATERNITY LEAVE PLAN EXISTS	27	35.5	6,587	41.5
TOTAL	76	100.0	15,887	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	40.8	6,789	42.7
PROVISION EXISTS	45	59.2	9,098	57.3
TOTAL	76	100.0	15,887	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	22.4	3,272	20.6
PROVISION EXISTS	59	77.6	12,615	79.4
TOTAL	76	100.0	15,887	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	90.8	13,729	86.4
PATERNITY	5	6.6	1,810	11.4
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	2	2.6	348	2.2
TOTAL	76	100.0	15,887	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	75.0	11,629	73.2
LEAVE WITHOUT PAY	8	10.5	1,536	9.7
LEAVE WITH FULL PAY	4	5.3	1,271	8.0
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	6	7.9	1,321	8.3
OTHER	1	1.3	130	.8
TOTAL	76	100.0	15,887	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	46.1	6,678	42.0
GRIEVANCE PAY ONLY	36	47.4	8,446	53.2
ARBITRATION PAY ONLY	1	1.3	180	1.1
GRIEVANCE AND ARBITRATION PAY	4	5.3	583	3.7
TOTAL	76	100.0	15,887	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	78.9	13,343	84.0
PROVISION EXISTS	16	21.1	2,544	16.0
TOTAL	76	100.0	15,887	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	100.0	15,887	100.0
TOTAL	76	100.0	15,887	100.0

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*For explanation see Number 10 in the Definition at page ix.

**For explanation see Number 11 in the Definition at page ix.

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	23.7	3,402	21.4
PROVISION EXISTS	58	76.3	12,485	78.6
T O T A L	76	100.0	15,887	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	61.8	9,314	58.6
PROVISION EXISTS	29	38.2	6,573	41.4
T O T A L	76	100.0	15,887	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	68.4	10,885	68.5
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	23	30.3	4,869	30.6
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	1.3	133	.8
T O T A L	76	100.0	15,887	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	44.7	8,130	51.2
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	4	5.3	735	4.6
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	2	2.6	211	1.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	35	46.1	6,701	42.2
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	1.3	110	.7
T O T A L	76	100.0	15,887	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	76.3	13,159	82.8
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	11	14.5	1,568	9.9
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	2.6	271	1.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	4	5.3	776	4.9
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	1.3	113	.7
TOTAL	76	100.0	15,887	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	35.5	6,672	42.0
SUPPLIED AT NO COST TO EMPLOYEES	34	44.7	7,117	44.8
SUPPLIED AT SOME COST TO EMPLOYEES	9	11.8	1,247	7.8
EMPLOYER MAKES A MONETARY ALLOWANCE	4	5.3	610	3.8
OTHER	2	2.6	241	1.5
TOTAL	76	100.0	15,887	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	69.7	10,935	68.8
MAINTAINED AT NO COST TO EMPLOYEES	20	26.3	4,560	28.7
MAINTAINED AT SOME COST TO EMPLOYEES	1	1.3	125	.8
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	1.3	167	1.1
OTHER	1	1.3	100	.6
TOTAL	76	100.0	15,887	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	53.9	8,703	54.8
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	10	13.2	1,501	9.4
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	1.3	200	1.3
TOOLS REPLACED AT NO COST TO EMPLOYEE	10	13.2	2,608	16.4
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	1.3	400	2.5
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	2.6	612	3.9
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	4	5.3	1,023	6.4
INITIAL TOOLS SUPPLIED AT NO COST TO EMPLOYEES, REPLACEMENTS AT SOME COST	1	1.3	100	.6
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	1.3	130	.8
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	4	5.3	499	3.1
OTHER	1	1.3	111	.7
TOTAL	76	100.0	15,887	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	97.4	15,287	96.2
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	1.3	500	3.1
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	1	1.3	100	.6
TOTAL	76	100.0	15,887	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	93.4	15,271	96.1
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	5	6.6	616	3.9
TOTAL	76	100.0	15,887	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	97.4	15,671	98.6
CENTS PER KILOMETER				
15.6 CENTS	1	1.3	116	.7
22.0 CENTS	1	1.3	100	.6
TOTAL	76	100.0	15,887	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	65.8	11,110	69.9
PROVISION EXISTS	26	34.2	4,777	30.1
TOTAL	76	100.0	15,887	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	92.1	15,135	95.3
ONE TO THREE	2	2.6	245	1.5
ONE TO FIVE	1	1.3	130	.8
RATIO VARIES BY TRADE	3	3.9	377	2.4
TOTAL	76	100.0	15,887	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	65.8	9,868	62.1
TRAINING FOR BARGAINING UNIT EMPLOYEES	26	34.2	6,019	37.9
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 12 in the Definition at page ix.

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)*

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	61.8	8,490	53.4
SEVERANCE PAY PLAN	24	31.6	6,296	39.6
LAY-OFF BENEFIT PLAN	1	1.3	160	1.0
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	4	5.3	941	5.9
TOTAL	76	100.0	15,887	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	88.2	14,565	91.7
PROVISION EXISTS	9	11.8	1,322	8.3
TOTAL	76	100.0	15,887	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	94.7	15,268	96.1
PROVISION EXISTS	4	5.3	619	3.9
TOTAL	76	100.0	15,887	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	42.1	7,600	47.8
PROVISION EXISTS	44	57.9	8,287	52.2
TOTAL	76	100.0	15,887	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	71.1	10,991	69.2
PROVISION EXISTS	22	28.9	4,896	30.8
TOTAL	76	100.0	15,887	100.0

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*For explanation see Number 13 in the Definition at page x.

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	75.0	12,261	77.2
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	2	2.6	255	1.6
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	3.9	465	2.9
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	5.3	912	5.7
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	5	6.6	966	6.1
LESS THAN ONE MONTHS NOTICE	1	1.3	250	1.6
NOT SPECIFIED	3	3.9	611	3.8
OTHER	1	1.3	167	1.1
TOTAL	76	100.0	15,887	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	80.3	12,315	77.5
PROVISION EXISTS	15	19.7	3,572	22.5
TOTAL	76	100.0	15,887	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	81.6	13,131	82.7
PROVISION EXISTS	14	18.4	2,756	17.3
TOTAL	76	100.0	15,887	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	96.1	15,091	95.0
PROVISION EXISTS	3	3.9	796	5.0
TOTAL	76	100.0	15,887	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	78.9	11,820	74.4
PROVISION EXISTS	16	21.1	4,067	25.6
TOTAL	76	100.0	15,887	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	100.0	15,887	100.0
TOTAL	76	100.0	15,887	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	98.7	15,787	99.4
PROVISION EXISTS	1	1.3	100	.6
TOTAL	76	100.0	15,887	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	89.5	14,259	89.8
PROVISION EXISTS	8	10.5	1,628	10.2
TOTAL	76	100.0	15,887	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	96.1	15,488	97.5
PROVISION EXISTS	3	3.9	399	2.5
TOTAL	76	100.0	15,887	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	81.6	13,274	83.6
PROVISION EXISTS	14	18.4	2,613	16.4
TOTAL	76	100.0	15,887	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	98.7	15,787	99.4
PROVISION EXISTS	1	1.3	100	.6
TOTAL	76	100.0	15,887	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	88.2	13,379	84.2
2 CALENDAR DAYS	1	1.3	250	1.6
5 CALENDAR DAYS	2	2.6	255	1.6
30 CALENDAR DAYS	2	2.6	380	2.4
60 CALENDAR DAYS	1	1.3	133	.8
90 CALENDAR DAYS	2	2.6	1,380	8.7
OVER 95 DAYS	1	1.3	110	.7
TOTAL	76	100.0	15,887	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	71.1	11,269	70.9
FORMAL JOB EVALUATION PLAN	7	9.2	1,890	11.9
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	13	17.1	2,493	15.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	2	2.6	235	1.5
TOTAL	76	100.0	15,887	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	89.5	14,365	90.4
PROVISION EXISTS	8	10.5	1,522	9.6
TOTAL	76	100.0	15,887	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	96.1	15,224	95.8
PROVISION FOR EQUAL PAY FOR EQUAL WORK	2	2.6	513	3.2
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	1.3	150	.9
TOTAL	76	100.0	15,887	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	81.6	13,360	84.1
AUTOMATIC QUARTERLY ADJUSTMENTS	6	7.9	992	6.2
AUTOMATIC ANNUAL ADJUSTMENTS	4	5.3	903	5.7
ONE ADJUSTMENT DURING TERM OF AGREEMENT	4	5.3	632	4.0
TOTAL	76	100.0	15,887	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	80.3	13,259	83.5
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	6	7.9	1,031	6.5
.4 POINT CHANGE IN THE C.P.I.	1	1.3	422	2.7
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	4	5.3	651	4.1
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	2.6	292	1.8
OTHER	2	2.6	232	1.5
TOTAL	76	100.0	15,887	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	96.1	15,155	95.4
CONTINUOUS SERVICE BONUS ONLY	3	3.9	732	4.6
TOTAL	76	100.0	15,887	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	35.5	4,990	31.4
50.0 PER CENT	4	5.3	965	6.1
60.0 PER CENT	2	2.6	230	1.4
66.6 PER CENT	1	1.3	101	.6
75.0 PER CENT	5	6.6	1,787	11.2
80.0 PER CENT	2	2.6	212	1.3
100.0 PER CENT	28	36.8	5,679	35.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	1,000	6.3
FLAT SUM PAYMENT	1	1.3	138	.9
NOT SPECIFIED	5	6.6	785	4.9
TOTAL	76	100.0	15,887	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	19.7	2,754	17.3
DENTAL CARE PLAN ONLY	44	57.9	8,618	54.2
VISION CARE PLAN ONLY	1	1.3	1,000	6.3
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	4	5.3	867	5.5
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	1.3	500	3.1
DENTAL CARE PLAN AND VISION CARE PLAN	7	9.2	1,290	8.1
COMBINATION OF THREE PLANS	4	5.3	858	5.4
TOTAL	76	100.0	15,887	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	78.9	13,188	83.0
PROVISION EXISTS	16	21.1	2,699	17.0
TOTAL	76	100.0	15,887	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	27.6	3,924	24.7
50.0 PER CENT	3	3.9	475	3.0
60.0 PER CENT	2	2.6	230	1.4
66.6 PER CENT	1	1.3	101	.6
75.0 PER CENT	5	6.6	1,740	11.0
80.0 PER CENT	2	2.6	212	1.3
100.0 PER CENT	30	39.5	6,291	39.6
FLAT SUM PAYMENT	1	1.3	138	.9
NOT SPECIFIED	11	14.5	2,776	17.5
TOTAL	76	100.0	15,887	100.0

*For explanation see Number 14 in the Definition at page x.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	27.6	3,924	24.7
3,000 DOLLARS	1	1.3	422	2.7
5,000 DOLLARS	1	1.3	500	3.1
6,500 DOLLARS	1	1.3	167	1.1
10,000 DOLLARS	5	6.6	920	5.8
12,000 DOLLARS	1	1.3	125	.8
13,000 DOLLARS	1	1.3	110	.7
15,000 DOLLARS	3	3.9	384	2.4
20,000 DOLLARS	5	6.6	846	5.3
21,000 DOLLARS	1	1.3	110	.7
23,000 DOLLARS	1	1.3	141	.9
25,000 DOLLARS	3	3.9	642	4.0
26,500 DOLLARS	1	1.3	111	.7
27,000 DOLLARS	1	1.3	125	.8
29,000 DOLLARS	5	6.6	802	5.0
30,000 DOLLARS	2	2.6	666	4.2
31,000 DOLLARS	3	3.9	436	2.7
35,000 DOLLARS	1	1.3	478	3.0
37,000 DOLLARS	1	1.3	119	.7
VARIES WITH INCOME OR JOB CLASSIFICATION	8	10.5	2,998	18.9
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.3	120	.8
CHANGES DURING TERM OF AGREEMENT	1	1.3	130	.8
NOT SPECIFIED	7	9.2	1,126	7.1
OTHER	1	1.3	485	3.1
TOTAL	76	100.0	15,887	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	60.5	9,719	61.2
60.0 PER CENT	2	2.6	230	1.4
66.6 PER CENT	1	1.3	101	.6
75.0 PER CENT	4	5.3	1,630	10.3
80.0 PER CENT	2	2.6	212	1.3
100.0 PER CENT	16	21.1	2,907	18.3
NOT SPECIFIED	5	6.6	1,088	6.8
TOTAL	76	100.0	15,887	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	60.5	9,719	61.2
5,000 DOLLARS	1	1.3	500	3.1
6,500 DOLLARS	1	1.3	167	1.1
10,000 DOLLARS	2	2.6	240	1.5
13,000 DOLLARS	1	1.3	110	.7
15,000 DOLLARS	1	1.3	130	.8
20,000 DOLLARS	4	5.3	581	3.7
21,000 DOLLARS	1	1.3	110	.7
23,000 DOLLARS	1	1.3	141	.9
25,000 DOLLARS	2	2.6	502	3.2
26,500 DOLLARS	1	1.3	111	.7
29,000 DOLLARS	4	5.3	578	3.6
30,000 DOLLARS	1	1.3	116	.7
31,000 DOLLARS	3	3.9	436	2.7
35,000 DOLLARS	1	1.3	478	3.0
VARIES WITH INCOME OR JOB CLASSIFICATION	3	3.9	1,538	9.7
CHANGES DURING TERM OF AGREEMENT	1	1.3	130	.8
NOT SPECIFIED	2	2.6	300	1.9
TOTAL	76	100.0	15,887	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	26.3	3,340	21.0
50.0 PER CENT	6	7.9	2,230	14.0
60.0 PER CENT	2	2.6	230	1.4
66.6 PER CENT	1	1.3	101	.6
75.0 PER CENT	5	6.6	1,740	11.0
80.0 PER CENT	2	2.6	212	1.3
100.0 PER CENT	27	35.5	5,523	34.8
FLAT SUM PAYMENT	6	7.9	968	6.1
NOT SPECIFIED	7	9.2	1,543	9.7
TOTAL	76	100.0	15,887	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	26.3	3,340	21.0
$100.00 PER WEEK	1	1.3	130	.8
$150.00 PER WEEK	1	1.3	105	.7
$225.00 PER WEEK	1	1.3	225	1.4
$245.00 PER WEEK	1	1.3	138	.9
$270.00 PER WEEK	5	6.6	723	4.6
$275.00 PER WEEK	1	1.3	121	.8
$276.00 PER WEEK	1	1.3	400	2.5
$282.00 PER WEEK	1	1.3	111	.7
$325.00 PER WEEK	3	3.9	481	3.0
$350.00 PER WEEK	1	1.3	100	.6
EXPRESSED AS PERCENT OF WAGES	14	18.4	2,901	18.3
VARIES WITH INCOME OR JOB CLASSIFICATION	17	22.4	4,282	27.0
VARIES WITH SEX OR WITH SEX AND INCOME	3	3.9	1,625	10.2
NOT SPECIFIED	6	7.9	1,205	7.6
TOTAL	76	100.0	15,887	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	26.3	3,340	21.0
13 WEEKS	1	1.3	130	.8
14 WEEKS	1	1.3	700	4.4
15 WEEKS	4	5.3	542	3.4
26 WEEKS	18	23.7	2,727	17.2
39 WEEKS	1	1.3	102	.6
40 WEEKS	1	1.3	550	3.5
52 WEEKS	14	18.4	2,357	14.8
VARIES WITH LENGTH OF SERVICE	6	7.9	2,755	17.3
NOT SPECIFIED	10	13.2	2,684	16.9
TOTAL	76	100.0	15,887	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	67.1	11,406	71.8
PROVISION EXISTS	25	32.9	4,481	28.2
TOTAL	76	100.0	15,887	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	86.8	14,550	91.6
50.0 PER CENT	1	1.3	116	.7
100.0 PER CENT	2	2.6	351	2.2
CHANGES DURING TERM OF AGREEMENT	1	1.3	133	.8
FLAT SUM PAYMENT	2	2.6	222	1.4
NOT SPECIFIED	4	5.3	515	3.2
TOTAL	76	100.0	15,887	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	40.8	6,915	43.5
NON-CONTRIBUTORY	9	11.8	1,494	9.4
CONTRIBUTORY	7	9.2	986	6.2
NOT SPECIFIED	29	38.2	6,492	40.9
TOTAL	76	100.0	15,887	100.0

SECTION IV

CONSTRUCTION

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	4	17.4	1,628	8.7
APRIL	3	13.0	1,378	7.3
DECEMBER	1	4.3	250	1.3
1987	15	65.2	15,880	84.7
FEBRUARY	1	4.3	3,500	18.7
APRIL	6	26.1	1,679	9.0
JUNE	7	30.4	4,701	25.1
SEPTEMBER	1	4.3	6,000	32.0
1988	4	17.4	1,250	6.7
APRIL	3	13.0	950	5.1
JUNE	1	4.3	300	1.6
TOTAL	23	100.0	18,758	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	2	8.7	499	2.7
CENSUS DIVISION NO. 6	2	8.7	499	2.7
EDMONTON / LLOYDMIN.	3	13.0	445	2.4
CENSUS DIVISION NO. 11	3	13.0	445	2.4
ATHABASCA	3	13.0	1,431	7.6
CENSUS DIVISION NO. 12	3	13.0	1,431	7.6
INTER-REGIONAL	4	17.4	675	3.6
PROVINCE WIDE	11	47.8	15,708	83.7
TOTAL	23	100.0	18,758	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	2	8.7	499	2.7
CALGARY	2	8.7	499	2.7
EDMONTON / LLOYDMIN.	3	13.0	445	2.4
EDMONTON	2	8.7	240	1.3
FORT SASKATCHEWAN	1	4.3	205	1.1
ATHABASCA	3	13.0	1,431	7.6
REMAINDER	3	13.0	1,431	7.6
TWO OR MORE REGIONS	4	17.4	675	3.6
PROVINCE WIDE	11	47.8	15,708	83.7
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 1 in the Definition at page viii.

**For explanation see Number 2 in the Definition at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BOILERMAKERS	1	4.3	2,000	10.7
BRICKLAYERS	2	8.7	800	4.3
CARPENTERS	1	4.3	100	.5
ELECTRICAL WORKERS	1	4.3	6,000	32.0
EMPLOYEES ASSOCIATION	1	4.3	175	.9
IRON WORKERS	2	8.7	1,300	6.9
LABOURERS	3	13.0	570	3.0
MULTI-UNION	4	17.4	1,636	8.7
OPERATING ENGINEERS	2	8.7	3,700	19.7
PAINTERS & GLAZIERS	3	13.0	649	3.5
PLUMBERS	1	4.3	600	3.2
SHEET METAL WORKERS	2	8.7	1,228	6.5
TOTAL	23	100.0	18,758	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	3	13.0	525	2.8
BETWEEN ONE AND TWO YEARS	3	13.0	4,700	25.1
TWO YEARS	4	17.4	1,180	6.3
BETWEEN TWO AND THREE YEARS	7	30.4	4,476	23.9
THREE YEARS	1	4.3	6,000	32.0
MORE THAN THREE YEARS	5	21.7	1,877	10.0
TOTAL	23	100.0	18,758	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	6	26.1	861	4.6
200 - 499 EMPLOYEES	9	39.1	2,363	12.6
500 - 999 EMPLOYEES	3	13.0	2,002	10.7
1,000 OR MORE EMPLOYEES	5	21.7	13,532	72.1
TOTAL	23	100.0	18,758	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	23	100.0	18,758	100.0
T O T A L	23	100.0	18,758	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	14,258	76.0
UNION MEMBERSHIP	4	17.4	3,850	20.5
RACE, RELIGION, UNION MEMBERSHIP, SEX	1	4.3	100	.5
OTHER	2	8.7	550	2.9
T O T A L	23	100.0	18,758	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	21.7	1,811	9.7
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	8.7	830	4.4
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	4.3	140	.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	15	65.2	15,977	85.2
T O T A L	23	100.0	18,758	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS**

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	13	56.5	15,417	82.2
UNION SHOP	10	43.5	3,341	17.8
T O T A L	23	100.0	18,758	100.0

*For explanation see Number 3 in the Definition at page viii.

**For explanation see Number 4 in the Definition at page viii.

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	840	4.5
DUES CHECK-OFF ONLY	8	34.8	10,436	55.6
DUES AND INITIATION FEES	4	17.4	1,603	8.5
DUES, INITIATION FEES AND ASSESSMENTS	8	34.8	5,879	31.3
TOTAL	23	100.0	18,758	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	350	1.9
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	15	65.2	14,586	77.8
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	1	4.3	100	.5
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	1	4.3	250	1.3
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	4.3	1,032	5.5
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	3	13.0	2,440	13.0
TOTAL	23	100.0	18,758	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	18,237	97.2
90 WORKING DAYS/SHIFTS	1	4.3	175	.9
6 MONTHS	1	4.3	196	1.0
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	4.3	150	.8
TOTAL	23	100.0	18,758	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
NOT SPECIFIED	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
6 MONTHS	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	16,380	87.3
1 HOURS	4	17.4	2,028	10.8
2 HOURS	2	8.7	350	1.9
TOTAL	23	100.0	18,758	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	17,608	93.9
NOT SPECIFIED	1	4.3	100	.5
OTHER	3	13.0	1,050	5.6
TOTAL	23	100.0	18,758	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	12,658	67.5
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	2	8.7	6,100	32.5
TOTAL	23	100.0	18,758	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	17,583	93.7
SOLE FACTOR	1	4.3	1,000	5.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	4	17.4	3,528	18.8
UNION REPRESENTATIVE ONLY	3	13.0	1,030	5.5
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	14	60.9	12,550	66.9
UNION ONLY	1	4.3	650	3.5
EMPLOYEE OR UNION REPRESENTATIVE	1	4.3	1,000	5.3
TOTAL	23	100.0	18,758	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	14,629	78.0
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	4	17.4	3,400	18.1
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	13.0	729	3.9
TOTAL	23	100.0	18,758	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	250	1.3
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	2	8.7	8,000	42.6
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	14	60.9	4,662	24.9
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	6	26.1	5,846	31.2
TOTAL	23	100.0	18,758	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	175	.9
FIVE DAYS A WEEK	21	91.3	15,083	80.4
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	3,500	18.7
TOTAL	23	100.0	18,758	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-1/2 HOURS	1	4.3	2,000	10.7
8 HOURS	20	87.0	13,033	69.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	3,500	18.7
NOT SPECIFIED	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	140	.7
37-1/2 HOURS	1	4.3	2,000	10.7
40 HOURS	19	82.6	12,943	69.0
44 HOURS	2	8.7	3,675	19.6
TOTAL	23	100.0	18,758	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	6,550	34.9
MEAL PERIOD PAID ON OVERTIME WORK	8	34.8	10,822	57.7
THREE SHIFTS AND OVERTIME	3	13.0	1,386	7.4
TOTAL	23	100.0	18,758	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	65.2	16,286	86.8
PROVISION FOR COMPRESSED WORK-WEEK	7	30.4	2,276	12.1
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	4.3	196	1.0
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 5 in the Definition at page ix.

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	5	21.7	1,425	7.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	4.3	150	.8
DOUBLE TIME AFTER 2 HOURS	9	39.1	3,800	20.3
DOUBLE TIME AFTER 3 HOURS	1	4.3	200	1.1
DOUBLE TIME AFTER 4 HOURS	1	4.3	205	1.1
DOUBLE TIME	2	8.7	2,196	11.7
DOUBLE TIME INCREASED TO 2.50 TIME AFTER 4 HOURS	1	4.3	6,000	32.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	1,032	5.5
NOT SPECIFIED	2	8.7	3,750	20.0
TOTAL	23	100.0	18,758	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	1,989	10.6
TIME AND ONE-HALF	6	26.1	1,755	9.4
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	3	13.0	1,431	7.6
DOUBLE TIME AFTER 4 HOURS	1	4.3	205	1.1
DOUBLE TIME	4	17.4	8,846	47.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	1,032	5.5
NOT SPECIFIED	1	4.3	3,500	18.7
TOTAL	23	100.0	18,758	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	5,903	31.5
TIME AND ONE-HALF	3	13.0	705	3.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	4.3	250	1.3
DOUBLE TIME AFTER 4 HOURS	1	4.3	299	1.6
DOUBLE TIME	8	34.8	11,501	61.3
OTHER	1	4.3	100	.5
TOTAL	23	100.0	18,758	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	21.7	4,723	25.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	1	4.3	250	1.3
DOUBLE TIME	17	73.9	13,785	73.5
TOTAL	23	100.0	18,758	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
TIME AND ONE-HALF	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	17,197	91.7
TIME AND ONE-HALF	1	4.3	175	.9
DOUBLE TIME	3	13.0	1,386	7.4
TOTAL	23	100.0	18,758	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	2,550	13.6
$ 7.50 PER MEAL PAID OR SUPPLIED AFTER 3 HOURS OF OVERTIME	1	4.3	300	1.6
$12.00 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	4.3	200	1.1
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	1	4.3	200	1.1
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	9	39.1	9,008	48.0
2-1/2 HOURS OF OVERTIME	1	4.3	2,000	10.7
3 HOURS OF OVERTIME	1	4.3	1,000	5.3
UNSPECIFIED HOURS	1	4.3	3,500	18.7
TOTAL	23	100.0	18,758	100.0

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*For explanation see Number 6 in the Definition at page ix.

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,603	99.2
PROVISION EXISTS	1	4.3	150	.8
TOTAL	23	100.0	18,758	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	16,372	87.3
AMOUNT PER HOUR $1.00	3	13.0	1,386	7.4
TIME RATE PAYMENT DOUBLE TIME	1	4.3	1,000	5.3
TOTAL	23	100.0	18,758	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	16,372	87.3
AMOUNT PER HOUR $2.00	3	13.0	1,386	7.4
TIME RATE PAYMENT DOUBLE TIME	1	4.3	1,000	5.3
TOTAL	23	100.0	18,758	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	5,154	27.5
AMOUNT PER HOUR				
$.25	1	4.3	300	1.6
$.75	1	4.3	140	.7
$1.00	6	26.1	9,036	48.2
$2.00	3	13.0	550	2.9
PER CENT OF WAGES 15.0 PER CENT	4	17.4	1,578	8.4
NOT SPECIFIED	1	4.3	2,000	10.7
TOTAL	23	100.0	18,758	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	5,154	27.5
AMOUNT PER HOUR				
$.50	1	4.3	300	1.6
$1.00	4	17.4	7,790	41.5
$2.00	5	21.7	1,736	9.3
$2.50	1	4.3	200	1.1
PER CENT OF WAGES				
15.0 PER CENT	2	8.7	346	1.8
20.0 PER CENT	2	8.7	1,232	6.6
NOT SPECIFIED	1	4.3	2,000	10.7
TOTAL	23	100.0	18,758	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,108	96.5
PER CENT OF WAGES				
10.0 PER CENT	1	4.3	650	3.5
TOTAL	23	100.0	18,758	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	16,927	90.2
AMOUNT PER HOUR				
$.30	1	4.3	1,032	5.5
$.60	2	8.7	399	2.1
$.80	1	4.3	250	1.3
OTHER	1	4.3	150	.8
TOTAL	23	100.0	18,758	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	11,678	62.3
AMOUNT PER HOUR				
$.80	1	4.3	250	1.3
$1.00	2	8.7	830	4.4
PER CENT OF WAGES				
1.0 PER CENT	1	4.3	6,000	32.0
TOTAL	23	100.0	18,758	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	16,982	90.5
PROVISION EXISTS	5	21.7	1,776	9.5
TOTAL	23	100.0	18,758	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	1,075	5.7
2.0 HOURS OF WORK OR PAY	5	21.7	1,750	9.3
4.0 HOURS OF WORK OR PAY	2	8.7	399	2.1
VARIES DEPENDING ON WORK OR NOT	12	52.2	14,934	79.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	600	3.2
TOTAL	23	100.0	18,758	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	4,221	22.5
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	6	26.1	2,671	14.2
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	4.3	205	1.1
MINIMUM OF 4.0 HOURS AT TIME AND ONE-HALF	2	8.7	399	2.1
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	4.3	230	1.2
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	4.3	6,000	32.0
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	3	13.0	4,832	25.8
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	1	4.3	200	1.1
TOTAL	23	100.0	18,758	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	17,928	95.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	2	8.7	830	4.4
TOTAL	23	100.0	18,758	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	14,428	76.9
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	2	8.7	830	4.4
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	1	4.3	3,500	18.7
TOTAL	23	100.0	18,758	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	2,701	14.4
2 PERIODS, 10 MINUTES EACH	12	52.2	13,177	70.2
2 PERIODS, DURATION NOT SPECIFIED	2	8.7	2,650	14.1
PERIODS AND DURATION NOT SPECIFIED	1	4.3	230	1.2
TOTAL	23	100.0	18,758	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	16,358	87.2
1 PERIOD 5 MINUTES EACH	1	4.3	150	.8
1 PERIOD 15 MINUTES EACH	1	4.3	2,000	10.7
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	250	1.3
TOTAL	23	100.0	18,758	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	3,730	19.9
8 FULL HOLIDAYS	1	4.3	250	1.3
10 FULL HOLIDAYS	20	87.0	14,778	78.8
TOTAL	23	100.0	18,758	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	13,083	69.7
10 CALENDAR DAYS	1	4.3	2,000	10.7
30 CALENDAR DAYS	1	4.3	175	.9
NOT SPECIFIED	1	4.3	3,500	18.7
TOTAL	23	100.0	18,758	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	15,355	81.9
DAY BEFORE AND AFTER HOLIDAY	4	17.4	3,403	18.1
TOTAL	23	100.0	18,758	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
PROVISION EXISTS	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	47.8	13,369	71.3
PRECEDING FRIDAY OFF WITH PAY	1	4.3	100	.5
FOLLOWING MONDAY OFF WITH PAY	9	39.1	3,149	16.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	4.3	2,000	10.7
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	4.3	140	.7
TOTAL	23	100.0	18,758	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	26.1	11,153	59.5
FOLLOWING MONDAY OFF WITH PAY	12	52.2	4,079	21.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	4.3	2,000	10.7
ANOTHER DAY OFF WITH PAY	3	13.0	1,386	7.4
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	4.3	140	.7
TOTAL	23	100.0	18,758	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	17,355	92.5
EXTRA DAYS VACATION WITH PAY	3	13.0	1,403	7.5
TOTAL	23	100.0	18,758	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	11,530	61.5
EXTRA DAY OFF WITH PAY	3	13.0	7,228	38.5
TOTAL	23	100.0	18,758	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	3,996	21.3
TIME AND ONE-HALF PLUS HOLIDAY PAY	1	4.3	250	1.3
DOUBLE TIME PLUS HOLIDAY PAY	17	73.9	14,237	75.9
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	4.3	175	.9
NOT SPECIFIED	1	4.3	100	.5
TOTAL	23	100.0	18,758	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	18,284	97.5
1 YEAR	1	4.3	175	.9
OTHER	1	4.3	299	1.6
TOTAL	23	100.0	18,758	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	16,856	89.9
1 YEAR	2	8.7	396	2.1
4 YEARS	1	4.3	175	.9
OTHER	2	8.7	1,331	7.1
TOTAL	23	100.0	18,758	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
8 YEARS	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

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*For explanation see Number 7 in the Definition at page ix.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
12 YEARS	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
16 YEARS	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	16,716	89.1
THREE WEEKS	5	21.7	1,867	10.0
SIX WEEKS	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	2,549	13.6
PROVISION EXISTS	13	56.5	16,209	86.4
TOTAL	23	100.0	18,758	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 7 in the Definition at page ix.

**For explanation see Number 8 in the Definition at page ix.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	15,159	80.8
PROVISION EXISTS	4	17.4	3,599	19.2
TOTAL	23	100.0	18,758	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 8 in the Definition at page ix.

**For explanation see Number 9 in the Definition at page ix.

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,508	98.7
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	1	4.3	250	1.3
TOTAL	23	100.0	18,758	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,583	99.1
IMMEDIATE FAMILY ONLY 3.0 DAYS	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	9,853	52.5
PROVISION EXISTS	9	39.1	8,905	47.5
TOTAL	23	100.0	18,758	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	17,458	93.1
GRIEVANCE PAY ONLY	2	8.7	1,300	6.9
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 10 in the Definition at page ix.

TABLE 96 NEGOTIATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	12,758	68.0
PROVISION EXISTS	1	4.3	6,000	32.0
TOTAL	23	100.0	18,758	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	7,878	42.0
PROVISION EXISTS	7	30.4	10,880	58.0
TOTAL	23	100.0	18,758	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	4,851	25.9
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	11	47.8	13,358	71.2
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	2	8.7	549	2.9
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 11 in the Definition at page ix.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	15,258	81.3
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	4.3	3,500	18.7
TOTAL	23	100.0	18,758	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	65.2	7,430	39.6
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	8	34.8	11,328	60.4
TOTAL	23	100.0	18,758	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	3,597	19.2
SUPPLIED AT NO COST TO EMPLOYEES	9	39.1	14,736	78.6
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	4.3	250	1.3
OTHER	1	4.3	175	.9
TOTAL	23	100.0	18,758	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	15,558	82.9
MAINTAINED AT NO COST TO EMPLOYEES	3	13.0	3,200	17.1
TOTAL	23	100.0	18,758	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	3,430	18.3
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	8.7	450	2.4
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	5	21.7	4,146	22.1
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	4.3	1,032	5.5
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	1	4.3	6,000	32.0
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	2	8.7	3,700	19.7
TOTAL	23	100.0	18,758	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	26.1	1,876	10.0
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	4.3	200	1.1
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	9	39.1	8,149	43.4
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	7	30.4	8,533	45.5
TOTAL	23	100.0	18,758	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	2,051	10.9
PORTAL TO PORTAL PAY	2	8.7	830	4.4
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	12	52.2	9,677	51.6
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	2	8.7	6,200	33.1
TOTAL	23	100.0	18,758	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	4,577	24.4
CENTS PER KILOMETER				
17.0 CENTS	1	4.3	3,500	18.7
20.0 CENTS	2	8.7	800	4.3
22.0 CENTS	4	17.4	849	4.5
23.0 CENTS	1	4.3	2,000	10.7
25.0 CENTS	1	4.3	6,000	32.0
OTHER	1	4.3	1,032	5.5
TOTAL	23	100.0	18,758	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	65.2	7,876	42.0
PROVISION EXISTS	8	34.8	10,882	58.0
TOTAL	23	100.0	18,758	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	7,630	40.7
ONE TO ONE	1	4.3	196	1.0
ONE TO TWO	3	13.0	1,400	7.5
ONE TO FIVE	1	4.3	2,000	10.7
PROGRESSIVE RATIO	1	4.3	300	1.6
RATIO VARIES BY TRADE	3	13.0	7,232	38.6
TOTAL	23	100.0	18,758	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	11,728	62.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	4	17.4	7,030	37.5
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 12 in the Definition at page ix.

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)*

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	16,562	88.3
PROVISION EXISTS	6	26.1	2,196	11.7
TOTAL	23	100.0	18,758	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	11,558	61.6
PROVISION EXISTS	3	13.0	7,200	38.4
TOTAL	23	100.0	18,758	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	15,279	81.5
PROVISION EXISTS	9	39.1	3,479	18.5
TOTAL	23	100.0	18,758	100.0

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*For explanation see Number 13 in the Definition at page x.

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	17,928	95.6
PROVISION EXISTS	2	8.7	830	4.4
TOTAL	23	100.0	18,758	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	17,928	95.6
PROVISION EXISTS	2	8.7	830	4.4
TOTAL	23	100.0	18,758	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	17,928	95.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	2	8.7	830	4.4
TOTAL	23	100.0	18,758	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	17,928	95.6
PROVISION EXISTS	2	8.7	830	4.4
TOTAL	23	100.0	18,758	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,558	98.9
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	4.3	200	1.1
TOTAL	23	100.0	18,758	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	18,558	98.9
1.0 PERCENTAGE ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	4.3	200	1.1
TOTAL	23	100.0	18,758	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,758	89.3
FLAT SUM PAYMENT	1	4.3	2,000	10.7
TOTAL	23	100.0	18,758	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

*For explanation see Number 14 in the Definition at page x.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	18,758	100.0
TOTAL	23	100.0	18,758	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	21.7	1,661	8.9
FLAT SUM PAYMENT	17	73.9	16,957	90.4
NOT SPECIFIED	1	4.3	140	.7
TOTAL	23	100.0	18,758	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	21.7	1,586	8.5
NON-CONTRIBUTORY	2	8.7	1,299	6.9
CONTRIBUTORY	11	47.8	12,627	67.3
NOT SPECIFIED	5	21.7	3,246	17.3
TOTAL	23	100.0	18,758	100.0

SECTION V

TRANSPORTATION, COMMUNICATION & UTILITIES

(Includes all transportation systems, including urban transit, all electric, power, gas, water and telephone systems, as well as miscellaneous systems such as waste disposal, storage and warehousing systems.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	9	30.0	3,729	17.1
MARCH	1	3.3	125	.6
DECEMBER	8	26.7	3,604	16.6
1987	8	26.7	6,325	29.1
JANUARY	3	10.0	5,243	24.1
MARCH	1	3.3	295	1.4
JUNE	1	3.3	421	1.9
OCTOBER	1	3.3	125	.6
DECEMBER	2	6.7	241	1.1
1988	13	43.3	11,708	53.8
JANUARY	1	3.3	1,500	6.9
APRIL	2	6.7	4,031	18.5
JUNE	1	3.3	147	.7
OCTOBER	4	13.3	2,427	11.2
DECEMBER	5	16.7	3,603	16.6
TOTAL	30	100.0	21,762	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	8	26.7	3,911	18.0
CENSUS DIVISION NO. 6	8	26.7	3,911	18.0
EDMONTON / LLOYDMIN.	8	26.7	4,002	18.4
CENSUS DIVISION NO. 11	7	23.3	3,584	16.5
MULTIPLE CENSUS DIVISIONS	1	3.3	418	1.9
INTER-REGIONAL	4	13.3	1,647	7.6
PROVINCE WIDE	10	33.3	12,202	56.1
TOTAL	30	100.0	21,762	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	8	26.7	3,911	18.0
CALGARY	8	26.7	3,911	18.0
EDMONTON / LLOYDMIN.	8	26.7	4,002	18.4
EDMONTON	7	23.3	3,584	16.5
REMAINDER	1	3.3	418	1.9
TWO OR MORE REGIONS	4	13.3	1,647	7.6
PROVINCE WIDE	10	33.3	12,202	56.1
TOTAL	30	100.0	21,762	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMALGAMATED TRANSIT	4	13.3	4,103	18.9
ELECTRICAL WORKERS	8	26.7	10,408	47.8
EMPLOYEES ASSOCIATION	8	26.7	5,098	23.4
ENERGY & CHEMICAL WORKERS	1	3.3	115	.5
RAILWAY WORKERS	2	6.7	272	1.2
TEAMSTERS	6	20.0	1,431	6.6
UNITED FOOD & COMM. WORKERS	1	3.3	335	1.5
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 1 in the Definition at page viii.

** For explanation see Number 2 in the Definition at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	2	6.7	1,529	7.0
BETWEEN ONE AND TWO YEARS	6	20.0	7,164	32.9
TWO YEARS	11	36.7	4,583	21.1
BETWEEN TWO AND THREE YEARS	5	16.7	6,225	28.6
THREE YEARS	5	16.7	1,840	8.5
MORE THAN THREE YEARS	1	3.3	421	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	9	30.0	1,239	5.7
200 - 499 EMPLOYEES	8	26.7	2,794	12.8
500 - 999 EMPLOYEES	7	23.3	5,498	25.3
1,000 OR MORE EMPLOYEES	6	20.0	12,231	56.2
TOTAL	30	100.0	21,762	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	17	56.7	10,203	46.9
OFFICE EMPLOYEES	2	6.7	4,031	18.5
PROFESSIONAL EMPLOYEES	1	3.3	125	.6
NON-OFFICE AND OFFICE EMPLOYEES	9	30.0	6,595	30.3
OFFICE AND PROFESSIONAL EMPLOYEES	1	3.3	808	3.7
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 3 in the Definition at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	1,414	6.5
UNION MEMBERSHIP	18	60.0	8,833	40.6
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	3.3	126	.6
RACE, RELIGION, NATIONALITY, SEX	1	3.3	1,292	5.9
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	4	13.3	8,111	37.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.3	115	.5
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	3.3	418	1.9
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	3.3	1,453	6.7
TOTAL	30	100.0	21,762	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	1,659	7.6
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	6.7	1,650	7.6
ENUMERATED LIST OF MANAGEMENT RIGHTS	7	23.3	3,039	14.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	3.3	1,453	6.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	17	56.7	13,961	64.2
TOTAL	30	100.0	21,762	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	7,647	35.1
CLOSED SHOP	2	6.7	3,991	18.3
UNION SHOP	8	26.7	2,768	12.7
MODIFIED UNION SHOP	2	6.7	272	1.2
MAINTENANCE OF MEMBERSHIP	3	10.0	1,835	8.4
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	4	13.3	5,249	24.1
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 4 in the Definition at page viii.

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	591	2.7
DUES CHECK-OFF ONLY	13	43.3	8,531	39.2
DUES AND INITIATION FEES	7	23.3	8,566	39.4
DUES, INITIATION FEES AND ASSESSMENTS	6	20.0	2,503	11.5
DUES, INITIATION FEES, ASSESSMENTS AND FINES	3	10.0	1,571	7.2
TOTAL	30	100.0	21,762	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	2,250	10.3
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	21	70.0	12,389	56.9
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	3	10.0	4,386	20.2
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	1	3.3	1,292	5.9
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	2	6.7	1,195	5.5
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	3.3	250	1.1
TOTAL	30	100.0	21,762	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	4	13.3	715	3.3
45 CALENDAR DAYS	1	3.3	335	1.5
120 CALENDAR DAYS	5	16.7	3,418	15.7
3 MONTHS	6	20.0	2,060	9.5
6 MONTHS	8	26.7	12,775	58.7
12 MONTHS	1	3.3	591	2.7
VARIES BY OCCUPATION OR CLASSIFICATION	3	10.0	1,468	6.7
NOT SPECIFIED	1	3.3	150	.7
OTHER	1	3.3	250	1.1
TOTAL	30	100.0	21,762	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	30.0	10,072	46.3
COMPANY	2	6.7	3,489	16.0
PLANT	1	3.3	421	1.9
DEPARTMENT	2	6.7	599	2.8
JOB OR OCCUPATIONAL CLASSIFICATION	1	3.3	150	.7
COMBINATION OF COMPANY AND PLANT	1	3.3	125	.6
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.3	125	.6
COMBINATION OF PLANT AND DEPARTMENT	1	3.3	591	2.7
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	6.7	565	2.6
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	6.7	443	2.0
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	10.0	2,603	12.0
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.3	650	3.0
NOT SPECIFIED	4	13.3	1,929	8.9
TOTAL	30	100.0	21,762	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	7,336	33.7
3 MONTHS	1	3.3	126	.6
6 MONTHS	5	16.7	5,082	23.4
9 MONTHS	1	3.3	1,404	6.5
12 MONTHS	5	16.7	5,699	26.2
24 MONTHS	2	6.7	1,400	6.4
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	4	13.3	715	3.3
TOTAL	30	100.0	21,762	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	13,489	62.0
10 CALENDAR DAYS	1	3.3	900	4.1
14 CALENDAR DAYS	1	3.3	591	2.7
21 CALENDAR DAYS	1	3.3	126	.6
30 CALENDAR DAYS	2	6.7	900	4.1
2 WEEKS	1	3.3	1,453	6.7
4 WEEKS	1	3.3	125	.6
VARIES WITH LENGTH OF SERVICE	2	6.7	4,178	19.2
TOTAL	30	100.0	21,762	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	15,264	70.1
30 DAYS PAY	1	3.3	150	.7
TWO WEEKS PAY	2	6.7	2,044	9.4
THREE WEEKS PAY	1	3.3	126	.6
VARIES WITH LENGTH OF SERVICE	2	6.7	4,178	19.2
TOTAL	30	100.0	21,762	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	6,144	28.2
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	6	20.0	3,543	16.3
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	26.7	12,075	55.5
TOTAL	30	100.0	21,762	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	571	2.6
3 CALENDAR DAYS	4	13.3	1,400	6.4
7 CALENDAR DAYS	7	23.3	5,386	24.7
10 CALENDAR DAYS	1	3.3	418	1.9
30 CALENDAR DAYS	1	3.3	3,843	17.7
5 WORKING DAYS/SHIFTS	1	3.3	335	1.5
6 WORKING DAYS/SHIFTS	4	13.3	2,427	11.2
10 WORKING DAYS/SHIFTS	2	6.7	1,106	5.1
4 WEEKS	1	3.3	126	.6
NOT SPECIFIED	4	13.3	4,334	19.9
OTHER	3	10.0	1,816	8.3
TOTAL	30	100.0	21,762	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	999	4.6
SOLE FACTOR	2	6.7	1,164	5.3
PRIMARY FACTOR	3	10.0	420	1.9
SECONDARY FACTOR	15	50.0	10,296	47.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	16.7	8,883	40.8
TOTAL	30	100.0	21,762	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	6,276	28.8
PRIMARY FACTOR	2	6.7	274	1.3
SECONDARY FACTOR	7	23.3	5,164	23.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	7	23.3	10,048	46.2
TOTAL	30	100.0	21,762	100.0

TRANSPORTATION, COMMUNICATION AND UTILITIES

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.3	2,427	11.2
SOLE FACTOR	12	40.0	9,818	45.1
PRIMARY FACTOR	6	20.0	1,755	8.1
SECONDARY FACTOR	4	13.3	2,149	9.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	4	13.3	5,613	25.8
TOTAL	30	100.0	21,762	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	5	16.7	9,795	45.0
UNION REPRESENTATIVE ONLY	1	3.3	750	3.4
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	23	76.7	11,067	50.9
EMPLOYEE OR UNION REPRESENTATIVE	1	3.3	150	.7
TOTAL	30	100.0	21,762	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	60.0	15,713	72.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	7	23.3	4,816	22.1
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	4	13.3	872	4.0
OTHER	1	3.3	361	1.7
TOTAL	30	100.0	21,762	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	108	.5
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	8	26.7	1,540	7.1
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	14	46.7	12,192	56.0
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	7	23.3	7,922	36.4
TOTAL	30	100.0	21,762	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	1,150	5.3
FIVE DAYS A WEEK	22	73.3	15,926	73.2
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	5	16.7	4,561	21.0
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	3.3	125	.6
TOTAL	30	100.0	21,762	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	1,150	5.3
7 HOURS	4	13.3	2,228	10.2
7-1/2 HOURS	1	3.3	2,739	12.6
8 HOURS	10	33.3	4,740	21.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	36.7	10,445	48.0
NOT SPECIFIED	2	6.7	460	2.1
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 5 in the Definiation at page ix.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	1,150	5.3
35 HOURS	4	13.3	2,228	10.2
37 HOURS	1	3.3	335	1.5
37-1/2 HOURS	1	3.3	2,739	12.6
40 HOURS	11	36.7	4,865	22.4
42 HOURS	1	3.3	150	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	33.3	10,295	47.3
TOTAL	30	100.0	21,762	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	17,402	80.0
MEAL PERIOD PAID ON OVERTIME WORK	7	23.3	3,710	17.0
2ND AND 3RD SHIFT AND OVERTIME	1	3.3	650	3.0
TOTAL	30	100.0	21,762	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	9,980	45.9
PROVISION FOR COMPRESSED WORK-WEEK	7	23.3	10,329	47.5
OTHER	1	3.3	1,453	6.7
TOTAL	30	100.0	21,762	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	125	.6
TIME AND ONE-HALF	1	3.3	126	.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	5	16.7	1,050	4.8
DOUBLE TIME AFTER 5 HOURS	1	3.3	125	.6
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
DOUBLE TIME	6	20.0	7,504	34.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	7	23.3	3,723	17.1
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	3.3	1,404	6.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	20.0	4,545	20.9
OTHER	1	3.3	2,739	12.6
TOTAL	30	100.0	21,762	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	7,540	34.6
TIME AND ONE-HALF	4	13.3	1,007	4.6
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	3.3	125	.6
DOUBLE TIME	5	16.7	6,754	31.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	16.7	3,155	14.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	442	2.0
OTHER	1	3.3	2,739	12.6
TOTAL	30	100.0	21,762	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	20,016	92.0
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	3.3	125	.6
DOUBLE TIME	3	10.0	1,200	5.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	20,131	92.5
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	3.3	125	.6
DOUBLE TIME	2	6.7	1,085	5.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	56.7	11,946	54.9
DOUBLE TIME	6	20.0	2,581	11.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	10.0	1,218	5.6
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	3.3	1,404	6.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	1,874	8.6
OTHER	1	3.3	2,739	12.6
TOTAL	30	100.0	21,762	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	56.7	11,946	54.9
DOUBLE TIME	6	20.0	2,581	11.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	10.0	1,218	5.6
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	3.3	1,404	6.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	1,874	8.6
OTHER	1	3.3	2,739	12.6
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 6 in the Definition at page ix.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	12,589	57.8
$ 4.50 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	3.3	295	1.4
$ 5.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	3.3	335	1.5
$ 6.25 PER MEAL PAID AFTER 1 HOURS OF OVERTIME	1	3.3	126	.6
$ 6.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	2	6.7	4,031	18.5
$ 7.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	3.3	125	.6
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	1	3.3	418	1.9
OTHER	1	3.3	3,843	17.7
TOTAL	30	100.0	21,762	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	17,158	78.8
PROVISION EXISTS	8	26.7	4,604	21.2
TOTAL	30	100.0	21,762	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	20,753	95.4
NOT SPECIFIED	1	3.3	591	2.7
OTHER	1	3.3	418	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	6,787	31.2
AMOUNT PER HOUR				
$.40	1	3.3	650	3.0
$.56	1	3.3	1,404	6.5
PER CENT OF WAGES				
50.0 PER CENT	1	3.3	2,739	12.6
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	3.3	1,500	6.9
TIME AND ONE-HALF	3	10.0	5,885	27.0
DOUBLE TIME	1	3.3	335	1.5
NOT SPECIFIED	2	6.7	2,044	9.4
OTHER	1	3.3	418	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	1,637	7.5
AMOUNT PER HOUR				
$.25	1	3.3	147	.7
$.30	1	3.3	591	2.7
$.35	2	6.7	1,625	7.5
$.40	3	10.0	2,853	13.1
$.45	2	6.7	276	1.3
$.56	1	3.3	1,404	6.5
$.57	4	13.3	2,427	11.2
$.60	4	13.3	8,169	37.5
$.75	1	3.3	335	1.5
$.79	1	3.3	991	4.6
$.83	1	3.3	418	1.9
$1.25	1	3.3	125	.6
$1.50	2	6.7	343	1.6
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.3	1,529	7.0
AMOUNT PER HOUR				
$.30	1	3.3	591	2.7
$.35	2	6.7	1,625	7.5
$.40	3	10.0	2,853	13.1
$.45	2	6.7	276	1.3
$.50	1	3.3	147	.7
$.56	1	3.3	1,404	6.5
$.60	1	3.3	295	1.4
$.65	3	10.0	7,874	36.2
$.73	4	13.3	2,427	11.2
$.75	2	6.7	443	2.0
$.79	1	3.3	991	4.6
$.83	1	3.3	418	1.9
$1.25	1	3.3	125	.6
$1.50	2	6.7	343	1.6
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	16,278	74.8
FLAT AMOUNT PER SHIFT				
$ 2.00 PER SHIFT	2	6.7	4,031	18.5
OTHER	1	3.3	1,453	6.7
TOTAL	30	100.0	21,762	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	15,274	70.2
TIME RATE PAYMENT				
STRAIGHT TIME	1	3.3	3,843	17.7
TIME AND ONE-HALF	1	3.3	1,404	6.5
DOUBLE TIME	1	3.3	591	2.7
OTHER	1	3.3	650	3.0
TOTAL	30	100.0	21,762	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	15,148	69.6
AMOUNT PER HOUR				
$.60	1	3.3	295	1.4
$.70	1	3.3	335	1.5
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	3.3	3,843	17.7
OTHER	3	10.0	2,141	9.8
TOTAL	30	100.0	21,762	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	16,343	75.1
PROVISION EXISTS	8	26.7	5,419	24.9
TOTAL	30	100.0	21,762	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	19,141	88.0
2.0 HOURS OF WORK OR PAY	2	6.7	1,150	5.3
4.0 HOURS OF WORK OR PAY	1	3.3	335	1.5
VARIES DEPENDING ON WORK OR NOT	5	16.7	1,136	5.2
TOTAL	30	100.0	21,762	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	2	6.7	303	1.4
DOUBLE TIME	9	30.0	11,410	52.4
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	1	3.3	335	1.5
MINIMUM OF 1.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.3	991	4.6
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	4	13.3	2,427	11.2
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	3	10.0	3,030	13.9
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	6.7	273	1.3
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	1	3.3	264	1.2
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	3.3	125	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	13.3	1,763	8.1
OTHER	2	6.7	841	3.9
TOTAL	30	100.0	21,762	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	18,684	85.9
BI-WEEKLY WORK OR WAGE GUARANTEE	1	3.3	125	.6
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	3.3	1,453	6.7
OTHER	1	3.3	1,500	6.9
TOTAL	30	100.0	21,762	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	14,252	65.5
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	14	46.7	6,442	29.6
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	3.3	650	3.0
OTHER	1	3.3	418	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.3	1,985	9.1
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	8	26.7	10,663	49.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	16	53.3	8,548	39.3
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	1	3.3	148	.7
OTHER	1	3.3	418	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	14,635	67.3
2 PERIODS, 10 MINUTES EACH	4	13.3	1,422	6.5
2 PERIODS, 15 MINUTES EACH	8	26.7	2,752	12.6
PERIODS AND DURATION NOT SPECIFIED	1	3.3	1,500	6.9
OTHER	1	3.3	1,453	6.7
TOTAL	30	100.0	21,762	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	20,771	95.4
PERIODS AND DURATION NOT SPECIFIED	1	3.3	991	4.6
TOTAL	30	100.0	21,762	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	3.3	264	1.2
10 FULL HOLIDAYS	11	36.7	5,743	26.4
11 FULL HOLIDAYS	16	53.3	14,177	65.1
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	3.3	1,453	6.7
12 FULL HOLIDAYS	1	3.3	125	.6
TOTAL	30	100.0	21,762	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	14,627	67.2
30 CALENDAR DAYS	9	30.0	3,852	17.7
30 WORKING DAYS	7	23.3	3,283	15.1
TOTAL	30	100.0	21,762	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	7,199	33.1
DAY BEFORE AND AFTER HOLIDAY	19	63.3	14,563	66.9
TOTAL	30	100.0	21,762	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	20,612	94.7
PROVISION EXISTS	2	6.7	1,150	5.3
TOTAL	30	100.0	21,762	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	7,948	36.5
FOLLOWING MONDAY OFF WITH PAY	2	6.7	1,169	5.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	10	33.3	12,185	56.0
ANOTHER DAY OFF WITH PAY	1	3.3	335	1.5
ACCORDING TO GOVERNMENT REGULATIONS	1	3.3	125	.6
TOTAL	30	100.0	21,762	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	7,948	36.5
FOLLOWING MONDAY OFF WITH PAY	2	6.7	1,169	5.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	10	33.3	12,185	56.0
ANOTHER DAY OFF WITH PAY	1	3.3	335	1.5
ACCORDING TO GOVERNMENT REGULATIONS	1	3.3	125	.6
TOTAL	30	100.0	21,762	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	6,642	30.5
EXTRA DAYS VACATION WITH PAY	12	40.0	12,387	56.9
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	4	13.3	2,733	12.6
TOTAL	30	100.0	21,762	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	10,314	47.4
EXTRA DAY OFF WITH PAY	10	33.3	6,236	28.7
EXTRA DAYS PAY	5	16.7	2,249	10.3
EXTRA DAY OFF OR EXTRA DAYS PAY	4	13.3	2,963	13.6
TOTAL	30	100.0	21,762	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	147	.7
STRAIGHT TIME PLUS HOLIDAY PAY	1	3.3	148	.7
TIME AND ONE-HALF PLUS HOLIDAY PAY	1	3.3	125	.6
DOUBLE TIME PLUS HOLIDAY PAY	19	63.3	17,316	79.6
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	3.3	126	.6
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.3	1,404	6.5
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	1	3.3	650	3.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	10.0	1,571	7.2
OTHER	2	6.7	275	1.3
TOTAL	30	100.0	21,762	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	2,820	13.0
SIX MONTHS BUT LESS THAN ONE YEAR	6	20.0	9,067	41.7
1 YEAR	18	60.0	9,749	44.8
OTHER	1	3.3	126	.6
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	2,250	10.3
1 YEAR	6	20.0	8,799	40.4
2 YEARS	10	33.3	7,399	34.0
3 YEARS	10	33.3	3,063	14.1
4 YEARS	1	3.3	125	.6
OTHER	1	3.3	126	.6
TOTAL	30	100.0	21,762	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	2,376	10.9
6 YEARS	1	3.3	125	.6
8 YEARS	10	33.3	5,207	23.9
9 YEARS	12	40.0	12,361	56.8
10 YEARS	2	6.7	543	2.5
12 YEARS	2	6.7	1,150	5.3
TOTAL	30	100.0	21,762	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	2,376	10.9
13 YEARS	2	6.7	630	2.9
15 YEARS	6	20.0	987	4.5
16 YEARS	4	13.3	8,295	38.1
17 YEARS	5	16.7	3,418	15.7
18 YEARS	2	6.7	1,822	8.4
19 YEARS	4	13.3	2,844	13.1
20 YEARS	2	6.7	240	1.1
22 YEARS	2	6.7	1,150	5.3
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	11,441	52.6
18 YEARS	2	6.7	630	2.9
21 YEARS	3	10.0	607	2.8
25 YEARS	10	33.3	7,934	36.5
30 YEARS	2	6.7	1,150	5.3
TOTAL	30	100.0	21,762	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	1,500	6.9
FIVE WEEKS	10	33.3	9,065	41.7
SIX WEEKS	13	43.3	7,696	35.4
SEVEN WEEKS	3	10.0	1,221	5.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	1,404	6.5
NOT SPECIFIED	1	3.3	750	3.4
OTHER	1	3.3	126	.6
TOTAL	30	100.0	21,762	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	13,616	62.6
PROVISION EXISTS	5	16.7	8,146	37.4
TOTAL	30	100.0	21,762	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	13,692	62.9
CASUAL ILLNESS LEAVE	6	20.0	3,907	18.0
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	3	10.0	4,163	19.1
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 7 in the Definition at page ix.

**For explanation see Number 8 in the Definition at page ix.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	16,682	76.7
3 MONTHS	3	10.0	4,473	20.6
12 MONTHS	3	10.0	607	2.8
TOTAL	30	100.0	21,762	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	16,431	75.5
6 DAYS	5	16.7	1,237	5.7
12 DAYS	1	3.3	125	.6
18 DAYS	1	3.3	126	.6
VARIES WITH LENGTH OF SERVICE	1	3.3	3,843	17.7
TOTAL	30	100.0	21,762	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	20,399	93.7
UNDER 60 DAYS	5	16.7	1,237	5.7
120 - 149 DAYS	1	3.3	126	.6
TOTAL	30	100.0	21,762	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,427	98.5
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	3.3	335	1.5
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,427	98.5
26 DAYS	1	3.3	335	1.5
TOTAL	30	100.0	21,762	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,132	97.1
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	2	6.7	630	2.9
TOTAL	30	100.0	21,762	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,132	97.1
26 DAYS	2	6.7	630	2.9
TOTAL	30	100.0	21,762	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 82 INJURY PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	14,480	66.5
PROVISION EXISTS	9	30.0	7,282	33.5
TOTAL	30	100.0	21,762	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	12,962	59.6
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	3	10.0	5,726	26.3
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	2	6.7	3,074	14.1
TOTAL	30	100.0	21,762	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	16,805	77.2
3 MONTHS	1	3.3	335	1.5
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	3.3	1,292	5.9
NOT SPECIFIED	2	6.7	3,330	15.3
TOTAL	30	100.0	21,762	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	8,384	38.5
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	17	56.7	10,639	48.9
NOT SPECIFIED	1	3.3	2,739	12.6
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 9 in the Definition at page ix.

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.0	5,172	23.8
IMMEDIATE FAMILY ONLY				
3.0 DAYS	9	30.0	3,219	14.8
4.0 DAYS	3	10.0	867	4.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	3.3	115	.5
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.3	147	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	5	16.7	7,295	33.5
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	3.3	1,453	6.7
NOT SPECIFIED	2	6.7	630	2.9
OTHER	2	6.7	2,864	13.2
TOTAL	30	100.0	21,762	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	6,171	28.4
6 MONTHS	5	16.7	9,452	43.4
12 MONTHS	11	36.7	6,139	28.2
TOTAL	30	100.0	21,762	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	6,171	28.4
18 WEEKS	4	13.3	1,964	9.0
20 WEEKS	4	13.3	8,111	37.3
24 WEEKS	5	16.7	2,898	13.3
26 WEEKS	1	3.3	991	4.6
36 WEEKS	1	3.3	335	1.5
38 WEEKS	1	3.3	1,292	5.9
TOTAL	30	100.0	21,762	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	8,572	39.4
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	9	30.0	11,146	51.2
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	3.3	591	2.7
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	3.3	1,453	6.7
TOTAL	30	100.0	21,762	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	6,171	28.4
MATERNITY LEAVE PLAN EXISTS	16	53.3	15,591	71.6
TOTAL	30	100.0	21,762	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	14,620	67.2
PROVISION EXISTS	10	33.3	7,142	32.8
TOTAL	30	100.0	21,762	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	9,225	42.4
PROVISION EXISTS	14	46.7	12,537	57.6
TOTAL	30	100.0	21,762	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	15,137	69.6
PATERNITY	6	20.0	3,886	17.9
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	3.3	2,739	12.6
TOTAL	30	100.0	21,762	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	19,448	89.4
LEAVE WITHOUT PAY	2	6.7	376	1.7
LEAVE WITH FULL PAY	1	3.3	1,453	6.7
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	6.7	485	2.2
TOTAL	30	100.0	21,762	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	15,040	69.1
GRIEVANCE PAY ONLY	11	36.7	6,722	30.9
TOTAL	30	100.0	21,762	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	12,022	55.2
PROVISION EXISTS	7	23.3	9,740	44.8
TOTAL	30	100.0	21,762	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 10 in the Definition at page ix.

**For explanation see Number 11 in the Definition at page ix.

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	19,819	91.1
PROVISION EXISTS	4	13.3	1,943	8.9
TOTAL	30	100.0	21,762	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,344	98.1
PROVISION EXISTS	1	3.3	418	1.9
TOTAL	30	100.0	21,762	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	12,679	58.3
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	8	26.7	7,742	35.6
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	2	6.7	1,341	6.2
TOTAL	30	100.0	21,762	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	17,261	79.3
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	3.3	148	.7
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	1	3.3	1,453	6.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	6.7	2,250	10.3
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	3.3	650	3.0
TOTAL	30	100.0	21,762	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
T O T A L	30	100.0	21,762	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	12,724	58.5
SUPPLIED AT NO COST TO EMPLOYEES	11	36.7	4,770	21.9
SUPPLIED AT SOME COST TO EMPLOYEES	3	10.0	1,485	6.8
EMPLOYER MAKES A MONETARY ALLOWANCE	3	10.0	1,283	5.9
OTHER	1	3.3	1,500	6.9
T O T A L	30	100.0	21,762	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	19,157	88.0
MAINTAINED AT NO COST TO EMPLOYEES	6	20.0	2,340	10.8
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	2	6.7	265	1.2
T O T A L	30	100.0	21,762	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	60.0	12,299	56.5
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	3.3	150	.7
TOOLS REPLACED AT NO COST TO EMPLOYEE	2	6.7	1,241	5.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	5	16.7	7,257	33.3
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	2	6.7	412	1.9
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	3.3	108	.5
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	1	3.3	295	1.4
T O T A L	30	100.0	21,762	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	33.3	6,603	30.3
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	3.3	195	.9
LODGING ALLOWANCE (OR LODGING SUPPLIED)	2	6.7	411	1.9
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	3.3	3,843	17.7
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	8	26.7	2,359	10.8
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	3.3	421	1.9
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	7	23.3	7,930	36.4
TOTAL	30	100.0	21,762	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	2,834	13.0
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	19	63.3	15,557	71.5
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	2	6.7	1,918	8.8
OTHER	1	3.3	1,453	6.7
TOTAL	30	100.0	21,762	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	11,111	51.1
VARIES WITH DISTANCE	4	13.3	5,780	26.6
OTHER	6	20.0	4,871	22.4
TOTAL	30	100.0	21,762	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	12,016	55.2
PROVISION EXISTS	9	30.0	9,746	44.8
TOTAL	30	100.0	21,762	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	19,320	88.8
ONE TO TWO	1	3.3	750	3.4
ONE TO THREE	3	10.0	451	2.1
RATIO VARIES BY TRADE	1	3.3	591	2.7
OTHER	1	3.3	650	3.0
TOTAL	30	100.0	21,762	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	50.0	10,807	49.7
TRAINING FOR BARGAINING UNIT EMPLOYEES	15	50.0	10,955	50.3
TOTAL	30	100.0	21,762	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) **

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	19,849	91.2
SEVERANCE PAY PLAN	2	6.7	1,788	8.2
LAY-OFF BENEFIT PLAN	1	3.3	125	.6
TOTAL	30	100.0	21,762	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 12 in the Definition at page ix.

**For explanation see Number 13 in the Definition at page x.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	13,905	63.9
PROVISION EXISTS	7	23.3	7,857	36.1
TOTAL	30	100.0	21,762	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	19,275	88.6
PROVISION EXISTS	6	20.0	2,487	11.4
TOTAL	30	100.0	21,762	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	16,133	74.1
PROVISION EXISTS	7	23.3	5,629	25.9
TOTAL	30	100.0	21,762	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	17,983	82.6
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.3	335	1.5
NOT SPECIFIED	4	13.3	3,444	15.8
TOTAL	30	100.0	21,762	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	20,521	94.3
PROVISION EXISTS	2	6.7	1,241	5.7
TOTAL	30	100.0	21,762	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	16,393	75.3
PROVISION EXISTS	6	20.0	5,369	24.7
TOTAL	30	100.0	21,762	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	20,711	95.2
PROVISION EXISTS	3	10.0	1,051	4.8
TOTAL	30	100.0	21,762	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	21,762	100.0
TOTAL	30	100.0	21,762	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	19,974	91.8
PROVISION EXISTS	2	6.7	1,788	8.2
TOTAL	30	100.0	21,762	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	20,262	93.1
PROVISION EXISTS	1	3.3	1,500	6.9
TOTAL	30	100.0	21,762	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,614	99.3
30 CALENDAR DAYS	1	3.3	148	.7
TOTAL	30	100.0	21,762	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	56.7	11,243	51.7
FORMAL JOB EVALUATION PLAN	2	6.7	1,100	5.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	7	23.3	6,838	31.4
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	4	13.3	2,581	11.9
TOTAL	30	100.0	21,762	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	16,933	77.8
PROVISION EXISTS	5	16.7	4,829	22.2
TOTAL	30	100.0	21,762	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,427	98.5
PROVISION FOR EQUAL PAY FOR EQUAL WORK	1	3.3	335	1.5
TOTAL	30	100.0	21,762	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	18,666	85.8
AUTOMATIC QUARTERLY ADJUSTMENTS	2	6.7	1,150	5.3
AUTOMATIC ANNUAL ADJUSTMENTS	1	3.3	1,453	6.7
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	3.3	195	.9
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	2	6.7	298	1.4
TOTAL	30	100.0	21,762	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	18,666	85.8
1 CENTS PER HOUR ADJUSTMENT FOR .4 POINT CHANGE IN THE C.P.I.	1	3.3	900	4.1
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	3.3	250	1.1
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	1	3.3	195	.9
OTHER	3	10.0	1,751	8.0
TOTAL	30	100.0	21,762	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	10,194	46.8
CONTINUOUS SERVICE BONUS ONLY	7	23.3	11,568	53.2
TOTAL	30	100.0	21,762	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	8,884	40.8
33.3 PER CENT	1	3.3	591	2.7
50.0 PER CENT	2	6.7	272	1.2
60.0 PER CENT	3	10.0	349	1.6
70.0 PER CENT	1	3.3	418	1.9
75.0 PER CENT	5	16.7	8,217	37.8
100.0 PER CENT	2	6.7	546	2.5
NOT SPECIFIED	3	10.0	2,485	11.4
TOTAL	30	100.0	21,762	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	8,837	40.6
DENTAL CARE PLAN ONLY	14	46.7	12,023	55.2
DENTAL CARE PLAN AND VISION CARE PLAN	3	10.0	755	3.5
COMBINATION OF THREE PLANS	1	3.3	147	.7
TOTAL	30	100.0	21,762	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	20,923	96.1
PROVISION EXISTS	5	16.7	839	3.9
TOTAL	30	100.0	21,762	100.0

*For explanation see Number 14 in the Definition at page x.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	7,595	34.9
50.0 PER CENT	2	6.7	3,990	18.3
60.0 PER CENT	3	10.0	349	1.6
75.0 PER CENT	4	13.3	1,609	7.4
100.0 PER CENT	1	3.3	125	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	1,292	5.9
FLAT SUM PAYMENT	1	3.3	2,739	12.6
NOT SPECIFIED	5	16.7	4,063	18.7
TOTAL	30	100.0	21,762	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	7,595	34.9
15,000 DOLLARS	1	3.3	125	.6
20,000 DOLLARS	1	3.3	195	.9
23,000 DOLLARS	2	6.7	1,150	5.3
25,000 DOLLARS	1	3.3	108	.5
27,500 DOLLARS	1	3.3	147	.7
32,000 DOLLARS	1	3.3	264	1.2
VARIES WITH INCOME OR JOB CLASSIFICATION	2	6.7	1,788	8.2
NOT SPECIFIED	8	26.7	10,390	47.7
TOTAL	30	100.0	21,762	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	19,658	90.3
50.0 PER CENT	1	3.3	147	.7
60.0 PER CENT	2	6.7	223	1.0
75.0 PER CENT	4	13.3	1,609	7.4
NOT SPECIFIED	1	3.3	125	.6
TOTAL	30	100.0	21,762	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	19,658	90.3
15,000 DOLLARS	1	3.3	125	.6
20,000 DOLLARS	2	6.7	459	2.1
23,000 DOLLARS	2	6.7	1,150	5.3
25,000 DOLLARS	1	3.3	108	.5
27,500 DOLLARS	1	3.3	147	.7
NOT SPECIFIED	1	3.3	115	.5
TOTAL	30	100.0	21,762	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	13,190	60.6
50.0 PER CENT	1	3.3	147	.7
60.0 PER CENT	1	3.3	108	.5
75.0 PER CENT	6	20.0	2,407	11.1
NOT SPECIFIED	8	26.7	5,910	27.2
TOTAL	30	100.0	21,762	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	13,190	60.6
$260.00 PER WEEK	3	10.0	567	2.6
$375.00 PER WEEK	1	3.3	147	.7
EXPRESSED AS PERCENT OF WAGES	4	13.3	2,047	9.4
VARIES WITH INCOME OR JOB CLASSIFICATION	2	6.7	1,550	7.1
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.3	2,739	12.6
NOT SPECIFIED	4	13.3	1,272	5.8
OTHER	1	3.3	250	1.1
TOTAL	30	100.0	21,762	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	13,190	60.6
15 WEEKS	1	3.3	125	.6
16 WEEKS	1	3.3	147	.7
26 WEEKS	2	6.7	1,150	5.3
52 WEEKS	4	13.3	1,859	8.5
VARIES WITH LENGTH OF SERVICE	2	6.7	3,389	15.6
NOT SPECIFIED	6	20.0	1,902	8.7
TOTAL	30	100.0	21,762	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	18,573	85.3
PROVISION EXISTS	10	33.3	3,189	14.7
TOTAL	30	100.0	21,762	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	16,931	77.8
75.0 PER CENT	1	3.3	148	.7
100.0 PER CENT	1	3.3	421	1.9
NOT SPECIFIED	6	20.0	4,262	19.6
TOTAL	30	100.0	21,762	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	18,210	83.7
CONTRIBUTORY	6	20.0	1,058	4.9
NOT SPECIFIED	5	16.7	2,494	11.5
TOTAL	30	100.0	21,762	100.0

SECTION VI

TRADE

(Includes all wholesale and retail outlets)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	7	36.8	7,690	54.0
JULY	2	10.5	4,197	29.5
AUGUST	1	5.3	288	2.0
SEPTEMBER	1	5.3	322	2.3
OCTOBER	2	10.5	2,263	15.9
NOVEMBER	1	5.3	620	4.4
1987	6	31.6	903	6.3
FEBRUARY	2	10.5	415	2.9
MARCH	2	10.5	231	1.6
JUNE	1	5.3	157	1.1
OCTOBER	1	5.3	100	.7
1988	6	31.6	5,635	39.6
MARCH	2	10.5	265	1.9
APRIL	1	5.3	600	4.2
MAY	1	5.3	2,520	17.7
JUNE	1	5.3	1,450	10.2
AUGUST	1	5.3	800	5.6
TOTAL	19	100.0	14,228	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	10.5	264	1.9
CENSUS DIVISION NO. 1	2	10.5	264	1.9
LETHBRIDGE	1	5.3	251	1.8
CENSUS DIVISION NO. 2	1	5.3	251	1.8
CALGARY / DRUMHELLER	4	21.1	4,889	34.4
CENSUS DIVISION NO. 6	4	21.1	4,889	34.4
EDMONTON / LLOYDMIN.	6	31.6	5,601	39.4
CENSUS DIVISION NO. 11	6	31.6	5,601	39.4
INTER-REGIONAL	4	21.1	1,173	8.2
PROVINCE WIDE	2	10.5	2,050	14.4
TOTAL	19	100.0	14,228	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	10.5	264	1.9
MEDICINE HAT	2	10.5	264	1.9
LETHBRIDGE	1	5.3	251	1.8
LETHBRIDGE	1	5.3	251	1.8
CALGARY / DRUMHELLER	4	21.1	4,889	34.4
CALGARY	4	21.1	4,889	34.4
EDMONTON / LLOYDMIN.	6	31.6	5,601	39.4
EDMONTON	6	31.6	5,601	39.4
TWO OR MORE REGIONS	4	21.1	1,173	8.2
PROVINCE WIDE	2	10.5	2,050	14.4
TOTAL	19	100.0	14,228	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	1	5.3	1,450	10.2
EMPLOYEES ASSOCIATION	2	10.5	2,677	18.8
HEAVY EQUIPMENT TRADES	1	5.3	600	4.2
RETAIL WHOLESALE UNION	2	10.5	265	1.9
TEAMSTERS	1	5.3	106	.7
UNITED FOOD & COMM. WORKERS	12	63.2	9,130	64.2
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 1 in the Definition at page viii.

** For explanation see Number 2 in the Definition at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	1	5.3	157	1.1
BETWEEN ONE AND TWO YEARS	2	10.5	3,970	27.9
TWO YEARS	14	73.7	9,836	69.1
BETWEEN TWO AND THREE YEARS	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	7	36.8	917	6.4
200 - 499 EMPLOYEES	5	26.3	1,568	11.0
500 - 999 EMPLOYEES	3	15.8	2,020	14.2
1,000 OR MORE EMPLOYEES	4	21.1	9,723	68.3
TOTAL	19	100.0	14,228	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	16	84.2	12,415	87.3
NON-OFFICE AND OFFICE EMPLOYEES	3	15.8	1,813	12.7
TOTAL	19	100.0	14,228	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	2,626	18.5
UNION MEMBERSHIP	9	47.4	7,779	54.7
RACE, RELIGION	1	5.3	157	1.1
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	3	15.8	527	3.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	4	21.1	3,139	22.1
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 3 in the Definition at page viii.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	265	1.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	5.3	1,450	10.2
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	16	84.2	12,513	87.9
TOTAL	19	100.0	14,228	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	2	10.5	265	1.9
UNION SHOP	13	68.4	9,548	67.1
MODIFIED UNION SHOP	3	15.8	4,258	29.9
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	5.3	157	1.1
TOTAL	19	100.0	14,228	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	2	10.5	1,607	11.3
DUES AND INITIATION FEES	6	31.6	2,884	20.3
DUES AND ASSESSMENTS	3	15.8	2,785	19.6
DUES, INITIATION FEES AND ASSESSMENTS	8	42.1	6,952	48.9
TOTAL	19	100.0	14,228	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	13	68.4	11,444	80.4
COMPULSORY FOR NEW EMPLOYEES	3	15.8	2,413	17.0
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	5.3	106	.7
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 4 in the Definition at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	10	52.6	8,042	56.5
90 CALENDAR DAYS	2	10.5	2,626	18.5
180 CALENDAR DAYS	1	5.3	600	4.2
90 WORKING DAYS/SHIFTS	3	15.8	422	3.0
3 MONTHS	1	5.3	288	2.0
VARIES BY OCCUPATION OR CLASSIFICATION	1	5.3	1,450	10.2
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	5.3	800	5.6
TOTAL	19	100.0	14,228	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPANY	6	31.6	2,248	15.8
PLANT	2	10.5	265	1.9
DEPARTMENT	4	21.1	2,851	20.0
JOB OR OCCUPATIONAL CLASSIFICATION	1	5.3	288	2.0
COMBINATION OF COMPANY AND PLANT	1	5.3	322	2.3
COMBINATION OF PLANT AND DEPARTMENT	1	5.3	800	5.6
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	5.3	1,450	10.2
NOT SPECIFIED	3	15.8	6,004	42.2
TOTAL	19	100.0	14,228	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	206	1.4
3 MONTHS	1	5.3	125	.9
6 MONTHS	14	73.7	13,632	95.8
12 MONTHS	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	5,146	36.2
20 WORKING DAYS/SHIFTS	1	5.3	1,450	10.2
VARIES WITH LENGTH OF SERVICE	11	57.9	7,632	53.6
TOTAL	19	100.0	14,228	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	4,546	32.0
20 DAYS PAY	1	5.3	1,450	10.2
VARIES WITH LENGTH OF SERVICE	12	63.2	8,232	57.9
TOTAL	19	100.0	14,228	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	3,378	23.7
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	12	63.2	10,850	76.3
TOTAL	19	100.0	14,228	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	9,062	63.7
3 CALENDAR DAYS	1	5.3	125	.9
7 CALENDAR DAYS	3	15.8	371	2.6
10 CALENDAR DAYS	1	5.3	1,450	10.2
3 WORKING DAYS/SHIFTS	1	5.3	600	4.2
NOT SPECIFIED	2	10.5	2,620	18.4
TOTAL	19	100.0	14,228	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	6,228	43.8
SOLE FACTOR	2	10.5	707	5.0
PRIMARY FACTOR	7	36.8	2,491	17.5
SECONDARY FACTOR	3	15.8	2,802	19.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	5.3	2,000	14.1
TOTAL	19	100.0	14,228	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	3,386	23.8
SOLE FACTOR	1	5.3	3,753	26.4
PRIMARY FACTOR	6	31.6	2,029	14.3
SECONDARY FACTOR	2	10.5	2,645	18.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	15.8	2,415	17.0
TOTAL	19	100.0	14,228	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	5	26.3	3,115	21.9
PRIMARY FACTOR	11	57.9	10,667	75.0
SECONDARY FACTOR	3	15.8	446	3.1
TOTAL	19	100.0	14,228	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	2	10.5	1,550	10.9
UNION REPRESENTATIVE ONLY	2	10.5	610	4.3
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	11	57.9	7,133	50.1
EMPLOYEE OR UNION REPRESENTATIVE	2	10.5	2,251	15.8
GRIEVANCE COMMITTEE ONLY	1	5.3	2,520	17.7
CHOICE BETWEEN SEVERAL PROCEDURES	1	5.3	164	1.2
TOTAL	19	100.0	14,228	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,378	80.0
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	2	10.5	2,050	14.4
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	5.3	800	5.6
TOTAL	19	100.0	14,228	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	800	5.6
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	1	5.3	600	4.2
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	9	47.4	7,036	49.5
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	8	42.1	5,792	40.7
TOTAL	19	100.0	14,228	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	18	94.7	13,428	94.4
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	5.3	800	5.6
TOTAL	19	100.0	14,228	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	8	42.1	1,838	12.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	26.3	8,468	59.5
VARIES FOR DIFFERENT SEASONS	5	26.3	3,122	21.9
NOT SPECIFIED	1	5.3	800	5.6
TOTAL	19	100.0	14,228	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
37 HOURS	7	36.8	4,542	31.9
38 HOURS	2	10.5	3,878	27.3
40 HOURS	8	42.1	1,838	12.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	10.5	3,970	27.9
TOTAL	19	100.0	14,228	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	9,542	67.1
PROVISION FOR COMPRESSED WORK-WEEK	4	21.1	3,236	22.7
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 5 in the Definition at page ix.

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	3	15.8	3,277	23.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	11	57.9	9,005	63.3
DOUBLE TIME AFTER 3 HOURS	2	10.5	231	1.6
DOUBLE TIME	2	10.5	265	1.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	2,520	17.7
TIME AND ONE-HALF	6	31.6	2,586	18.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	7	36.8	7,176	50.4
DOUBLE TIME AFTER 3 HOURS	2	10.5	231	1.6
DOUBLE TIME	2	10.5	265	1.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 20 HOURS	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	13,377	94.0
TIME AND ONE-HALF	2	10.5	851	6.0
TOTAL	19	100.0	14,228	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	52.6	6,775	47.6
TIME AND ONE-HALF	1	5.3	600	4.2
DOUBLE TIME	3	15.8	735	5.2
DOUBLE TIME AND ONE-HALF	2	10.5	265	1.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	3,753	26.4
OTHER	2	10.5	2,100	14.8
TOTAL	19	100.0	14,228	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	9,894	69.5
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	5.3	100	.7
DOUBLE TIME AFTER 3 HOURS	1	5.3	106	.7
DOUBLE TIME	4	21.1	2,678	18.8
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 3 HOURS	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	9,706	68.2
DOUBLE TIME	5	26.3	2,784	19.6
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 3 HOURS	1	5.3	1,450	10.2
OTHER	1	5.3	288	2.0
TOTAL	19	100.0	14,228	100.0

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*For explanation see Number 6 in the Definition at page ix.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	9,552	67.1
$ 4.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	5.3	2,520	17.7
$ 6.75 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	5.3	1,450	10.2
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	1	5.3	600	4.2
UNSPECIFIED HOURS	1	5.3	106	.7
TOTAL	19	100.0	14,228	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	3,560	25.0
PROVISION EXISTS	12	63.2	10,668	75.0
TOTAL	19	100.0	14,228	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	52.6	5,833	41.0
AMOUNT PER HOUR $1.00	8	42.1	6,395	44.9
TIME RATE PAYMENT DOUBLE TIME	1	5.3	2,000	14.1
TOTAL	19	100.0	14,228	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMOUNT PER HOUR				
$.45	2	10.5	2,620	18.4
$.55	4	21.1	496	3.5
$.65	1	5.3	1,450	10.2
$.75	10	52.6	8,905	62.6
$1.00	2	10.5	757	5.3
TOTAL	19	100.0	14,228	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	706	5.0
AMOUNT PER HOUR				
$.45	2	10.5	2,620	18.4
$.55	3	15.8	390	2.7
$.65	1	5.3	1,450	10.2
$.75	10	52.6	8,905	62.6
$1.00	1	5.3	157	1.1
TOTAL	19	100.0	14,228	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	14,103	99.1
AMOUNT PER HOUR $.60	1	5.3	125	.9
TOTAL	19	100.0	14,228	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	13,628	95.8
PROVISION EXISTS	1	5.3	600	4.2
TOTAL	19	100.0	14,228	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	4,827	33.9
4.0 HOURS OF WORK OR PAY	12	63.2	9,136	64.2
8.0 HOURS OF WORK OR PAY	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	11,444	80.4
MINIMUM OF 2.0 HOURS AT TIME AND ONE-HALF	1	5.3	600	4.2
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	2	10.5	363	2.6
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	5.3	106	.7
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	5.3	1,450	10.2
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	11,573	81.3
WEEKLY WORK OR WAGE GUARANTEE	1	5.3	2,520	17.7
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	5.3	135	.9
TOTAL	19	100.0	14,228	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	13,732	96.5
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	21.1	496	3.5
TOTAL	19	100.0	14,228	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	1,557	10.9
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	11	57.9	6,052	42.5
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	5	26.3	6,619	46.5
TOTAL	19	100.0	14,228	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
2 PERIODS, 10 MINUTES EACH	2	10.5	757	5.3
2 PERIODS, 15 MINUTES EACH	14	73.7	13,081	91.9
2 PERIODS, DURATION NOT SPECIFIED	3	15.8	390	2.7
TOTAL	19	100.0	14,228	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	5.3	2,520	17.7
10 FULL HOLIDAYS	7	36.8	1,699	11.9
11 FULL HOLIDAYS	8	42.1	8,294	58.3
12 FULL HOLIDAYS	3	15.8	1,715	12.1
TOTAL	19	100.0	14,228	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	11,356	79.8
30 CALENDAR DAYS	1	5.3	322	2.3
4 WEEKS	1	5.3	251	1.8
5 WEEKS	1	5.3	164	1.2
5 MONTHS	1	5.3	2,000	14.1
OTHER	1	5.3	135	.9
TOTAL	19	100.0	14,228	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	1,450	10.2
DAY BEFORE AND AFTER HOLIDAY	18	94.7	12,778	89.8
TOTAL	19	100.0	14,228	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	13,503	94.9
ANOTHER DAY OFF WITH PAY	2	10.5	725	5.1
TOTAL	19	100.0	14,228	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	21.1	4,235	29.8
FOLLOWING MONDAY OFF WITH PAY	12	63.2	9,111	64.0
ANOTHER DAY OFF WITH PAY	3	15.8	882	6.2
TOTAL	19	100.0	14,228	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	2,783	19.6
EXTRA DAYS VACATION WITH PAY	8	42.1	4,493	31.6
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	8	42.1	6,952	48.9
TOTAL	19	100.0	14,228	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	12,282	86.3
EXTRA DAY OFF OR EXTRA DAYS PAY	5	26.3	1,946	13.7
TOTAL	19	100.0	14,228	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	620	4.4
TIME AND ONE-HALF PLUS HOLIDAY PAY	3	15.8	882	6.2
DOUBLE TIME PLUS HOLIDAY PAY	13	68.4	11,170	78.5
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	5.3	1,450	10.2
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	5.3	106	.7
TOTAL	19	100.0	14,228	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	106	.7
1 YEAR	18	94.7	14,122	99.3
TOTAL	19	100.0	14,228	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	2	10.5	1,556	10.9
2 YEARS	2	10.5	700	4.9
3 YEARS	13	68.4	11,690	82.2
5 YEARS	2	10.5	282	2.0
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 YEARS	18	94.7	14,071	98.9
15 YEARS	1	5.3	157	1.1
TOTAL	19	100.0	14,228	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	157	1.1
13 YEARS	12	63.2	9,136	64.2
14 YEARS	2	10.5	2,620	18.4
15 YEARS	2	10.5	265	1.9
18 YEARS	1	5.3	1,450	10.2
20 YEARS	1	5.3	600	4.2
TOTAL	19	100.0	14,228	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	21.1	3,007	21.1
18 YEARS	12	63.2	8,436	59.3
20 YEARS	3	15.8	2,785	19.6
TOTAL	19	100.0	14,228	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR WEEKS	1	5.3	157	1.1
FIVE WEEKS	2	10.5	2,050	14.4
SIX WEEKS	2	10.5	231	1.6
SEVEN WEEKS	14	73.7	11,790	82.9
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	13,906	97.7
PROVISION EXISTS	1	5.3	322	2.3
TOTAL	19	100.0	14,228	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)*

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	1,557	10.9
CASUAL ILLNESS LEAVE	15	78.9	11,221	78.9
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	5,733	40.3
30 CALENDAR DAYS	2	10.5	2,164	15.2
90 WORKING DAYS	2	10.5	265	1.9
3 MONTHS	8	42.1	6,066	42.6
TOTAL	19	100.0	14,228	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	2,283	16.0
6 DAYS	5	26.3	4,751	33.4
12 DAYS	2	10.5	265	1.9
VARIES WITH LENGTH OF SERVICE	4	21.1	4,514	31.7
OTHER	3	15.8	2,415	17.0
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	1,798	12.6
UNDER 60 DAYS	9	47.4	6,045	42.5
60 - 89 DAYS	1	5.3	1,450	10.2
NO LIMIT SPECIFIED	1	5.3	2,520	17.7
OTHER	3	15.8	2,415	17.0
TOTAL	19	100.0	14,228	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	7,966	56.0
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	5.3	2,520	17.7
100.0 PER CENT	6	31.6	3,742	26.3
TOTAL	19	100.0	14,228	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	7,966	56.0
15 DAYS	1	5.3	2,520	17.7
26 DAYS	1	5.3	620	4.4
28 DAYS	2	10.5	707	5.0
OTHER	3	15.8	2,415	17.0
TOTAL	19	100.0	14,228	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	3,603	25.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	5.3	2,520	17.7
100.0 PER CENT	9	47.4	8,105	57.0
TOTAL	19	100.0	14,228	100.0

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*For explanation see Number 8 in the Definition at page ix.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	52.6	3,891	27.3
15 DAYS	1	5.3	2,520	17.7
20 DAYS	1	5.3	322	2.3
26 DAYS	1	5.3	620	4.4
28 DAYS	3	15.8	4,460	31.3
OTHER	3	15.8	2,415	17.0
TOTAL	19	100.0	14,228	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	13,906	97.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	5.3	322	2.3
TOTAL	19	100.0	14,228	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	13,906	97.7
20 DAYS	1	5.3	322	2.3
TOTAL	19	100.0	14,228	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	12,643	88.9
PROVISION EXISTS	2	10.5	1,585	11.1
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 8 in the Definition at page ix.

**For explanation see Number 9 in the Definition at page ix.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	6,283	44.2
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	10.5	1,772	12.5
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	7	36.8	5,744	40.4
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	2	10.5	265	1.9
OTHER	1	5.3	164	1.2
TOTAL	19	100.0	14,228	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	6,283	44.2
3 MONTHS	10	52.6	7,680	54.0
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	757	5.3
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	17	89.5	13,471	94.7
TOTAL	19	100.0	14,228	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
IMMEDIATE FAMILY ONLY				
3.0 DAYS	1	5.3	600	4.2
5.0 DAYS	4	21.1	803	5.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	5.3	135	.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	5.3	2,520	17.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	5.3	1,450	10.2
NOT SPECIFIED	11	57.9	8,720	61.3
TOTAL	19	100.0	14,228	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	1,228	8.6
4 MONTHS	1	5.3	251	1.8
12 MONTHS	12	63.2	12,749	89.6
TOTAL	19	100.0	14,228	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	1,128	7.9
18 WEEKS	4	21.1	1,347	9.5
24 WEEKS	1	5.3	1,450	10.2
36 WEEKS	8	42.1	7,783	54.7
NOT SPECIFIED	1	5.3	2,520	17.7
TOTAL	19	100.0	14,228	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	7,898	55.5
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	9	47.4	6,230	43.8
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	5.3	100	.7
TOTAL	19	100.0	14,228	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	1,228	8.6
MATERNITY LEAVE PLAN EXISTS	13	68.4	13,000	91.4
TOTAL	19	100.0	14,228	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	882	6.2
PROVISION EXISTS	16	84.2	13,346	93.8
TOTAL	19	100.0	14,228	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	282	2.0
PROVISION EXISTS	17	89.5	13,946	98.0
TOTAL	19	100.0	14,228	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	4,927	34.6
PATERNITY	7	36.8	7,851	55.2
PATERNITY, MOVING AND FAMILY ILLNESS	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	9,393	66.0
GRIEVANCE PAY ONLY	3	15.8	4,570	32.1
GRIEVANCE AND ARBITRATION PAY	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	13,041	91.7
PROVISION EXISTS	4	21.1	1,187	8.3
TOTAL	19	100.0	14,228	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	52.6	6,658	46.8
PROVISION EXISTS	9	47.4	7,570	53.2
TOTAL	19	100.0	14,228	100.0

*For explanation see Number 10 in the Definition a page ix.

**For explanation see Number 11 in the Definition at page ix.

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	12,513	87.9
PROVISION EXISTS	3	15.8	1,715	12.1
TOTAL	19	100.0	14,228	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	5,823	40.9
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	7	36.8	7,727	54.3
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	3	15.8	678	4.8
TOTAL	19	100.0	14,228	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	13,963	98.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	13,963	98.1
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	1,713	12.0
SUPPLIED AT NO COST TO EMPLOYEES	14	73.7	11,790	82.9
EMPLOYER MAKES A MONETARY ALLOWANCE	1	5.3	600	4.2
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	5.3	125	.9
TOTAL	19	100.0	14,228	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	5,258	37.0
MAINTAINED AT NO COST TO EMPLOYEES	12	63.2	8,970	63.0
TOTAL	19	100.0	14,228	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	8,721	61.3
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	10.5	610	4.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	5.3	600	4.2
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	3	15.8	4,297	30.2
TOTAL	19	100.0	14,228	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,853	83.3
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	1	5.3	800	5.6
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	5.3	125	.9
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	42.1	3,873	27.2
PORTAL TO PORTAL PAY	1	5.3	322	2.3
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	9	47.4	9,589	67.4
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	5.3	444	3.1
TOTAL	19	100.0	14,228	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	10,940	76.9
CENTS PER KILOMETER				
12.8 CENTS	1	5.3	322	2.3
16.6 CENTS	4	21.1	2,678	18.8
17.4 CENTS	1	5.3	288	2.0
TOTAL	19	100.0	14,228	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,655	81.9
PROVISION EXISTS	3	15.8	2,573	18.1
TOTAL	19	100.0	14,228	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	5,433	38.2
TRAINING FOR BARGAINING UNIT EMPLOYEES	8	42.1	8,795	61.8
TOTAL	19	100.0	14,228	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	932	6.6
SEVERANCE PAY PLAN	14	73.7	13,296	93.4
TOTAL	19	100.0	14,228	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	13,963	98.1
PROVISION EXISTS	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,098	78.0
PROVISION EXISTS	3	15.8	3,130	22.0
TOTAL	19	100.0	14,228	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	5,455	38.3
PROVISION EXISTS	12	63.2	8,773	61.7
TOTAL	19	100.0	14,228	100.0

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*For explanation see Number 12 in the Definition at page ix.

**For explanation see Number 13 in the Definition at page x.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	7,440	52.3
PROVISION EXISTS	5	26.3	6,788	47.7
TOTAL	19	100.0	14,228	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	4,213	29.6
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	5.3	2,520	17.7
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	7	36.8	7,495	52.7
TOTAL	19	100.0	14,228	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	4,213	29.6
PROVISION EXISTS	8	42.1	10,015	70.4
TOTAL	19	100.0	14,228	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	13,977	98.2
PROVISION EXISTS	1	5.3	251	1.8
TOTAL	19	100.0	14,228	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	11,708	82.3
PROVISION EXISTS	1	5.3	2,520	17.7
TOTAL	19	100.0	14,228	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,655	81.9
PROVISION EXISTS	3	15.8	2,573	18.1
TOTAL	19	100.0	14,228	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	4,213	29.6
PROVISION EXISTS	8	42.1	10,015	70.4
TOTAL	19	100.0	14,228	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	14,228	100.0
TOTAL	19	100.0	14,228	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	9,993	70.2
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	21.1	4,235	29.8
TOTAL	19	100.0	14,228	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	12,778	89.8
PROVISION EXISTS	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	6,733	47.3
PROVISION FOR EQUAL PAY FOR EQUAL WORK	7	36.8	7,495	52.7
TOTAL	19	100.0	14,228	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	13,963	98.1
AUTOMATIC ANNUAL ADJUSTMENTS	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	13,963	98.1
1 CENTS PER HOUR ADJUSTMENT FOR .3 POINT CHANGE IN THE C.P.I.	2	10.5	265	1.9
TOTAL	19	100.0	14,228	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	12,778	89.8
CONTINUOUS SERVICE BONUS ONLY	1	5.3	1,450	10.2
TOTAL	19	100.0	14,228	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	906	6.4
50.0 PER CENT	4	21.1	2,332	16.4
100.0 PER CENT	11	57.9	8,370	58.8
NOT SPECIFIED	2	10.5	2,620	18.4
TOTAL	19	100.0	14,228	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PRESCRIPTION DRUG PLAN ONLY	1	5.3	125	.9
DENTAL CARE PLAN ONLY	11	57.9	10,073	70.8
DENTAL CARE PLAN AND VISION CARE PLAN	3	15.8	2,883	20.3
COMBINATION OF THREE PLANS	4	21.1	1,147	8.1
TOTAL	19	100.0	14,228	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	11,550	81.2
PROVISION EXISTS	5	26.3	2,678	18.8
TOTAL	19	100.0	14,228	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	800	5.6
50.0 PER CENT	1	5.3	1,450	10.2
100.0 PER CENT	12	63.2	8,651	60.8
NOT SPECIFIED	5	26.3	3,327	23.4
TOTAL	19	100.0	14,228	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	800	5.6
31,000 DOLLARS	2	10.5	265	1.9
VARIES WITH INCOME OR JOB CLASSIFICATION	2	10.5	1,575	11.1
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	5.3	100	.7
NOT SPECIFIED	13	68.4	11,488	80.7
TOTAL	19	100.0	14,228	100.0

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*For explanation see Number 14 in the Definition at page x.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	11,913	83.7
50.0 PER CENT	1	5.3	1,450	10.2
100.0 PER CENT	3	15.8	865	6.1
TOTAL	19	100.0	14,228	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	11,913	83.7
31,000 DOLLARS	2	10.5	265	1.9
VARIES WITH INCOME OR JOB CLASSIFICATION	1	5.3	1,450	10.2
NOT SPECIFIED	1	5.3	600	4.2
TOTAL	19	100.0	14,228	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	21.1	4,876	34.3
100.0 PER CENT	11	57.9	6,495	45.6
FLAT SUM PAYMENT	1	5.3	2,000	14.1
NOT SPECIFIED	3	15.8	857	6.0
TOTAL	19	100.0	14,228	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	21.1	4,876	34.3
EXPRESSED AS PERCENT OF WAGES	10	52.6	4,577	32.2
VARIES WITH INCOME OR JOB CLASSIFICATION	1	5.3	157	1.1
VARIES WITH SEX OR WITH SEX AND INCOME	1	5.3	600	4.2
NOT SPECIFIED	3	15.8	4,018	28.2
TOTAL	19	100.0	14,228	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	21.1	4,876	34.3
13 WEEKS	1	5.3	2,000	14.1
16 WEEKS	1	5.3	125	.9
26 WEEKS	3	15.8	767	5.4
VARIES WITH LENGTH OF SERVICE	1	5.3	600	4.2
NOT SPECIFIED	9	47.4	5,860	41.2
TOTAL	19	100.0	14,228	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	3,708	26.1
PROVISION EXISTS	14	73.7	10,520	73.9
TOTAL	19	100.0	14,228	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	9,614	67.6
100.0 PER CENT	2	10.5	4,373	30.7
NOT SPECIFIED	2	10.5	241	1.7
TOTAL	19	100.0	14,228	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	4,358	30.6
NON-CONTRIBUTORY	4	21.1	1,229	8.6
CONTRIBUTORY	5	26.3	5,180	36.4
NOT SPECIFIED	5	26.3	3,461	24.3
TOTAL	19	100.0	14,228	100.0

SECTION VII

SERVICE

(Includes hospitals, hotels/motels, restaurants, schools (excluding teachers), laundries, labour organizations, motion picture theatres, etc.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	24	32.4	9,738	17.9
MARCH	10	13.5	5,995	11.0
JUNE	3	4.1	556	1.0
AUGUST	1	1.4	240	.4
NOVEMBER	1	1.4	250	.5
DECEMBER	9	12.2	2,697	5.0
1987	32	43.2	30,214	55.5
FEBRUARY	1	1.4	342	.6
MARCH	10	13.5	7,025	12.9
JUNE	5	6.8	1,678	3.1
AUGUST	3	4.1	1,040	1.9
SEPTEMBER	1	1.4	350	.6
DECEMBER	12	16.2	19,779	36.4
1988	18	24.3	14,450	26.6
FEBRUARY	1	1.4	232	.4
MARCH	15	20.3	13,823	25.4
JUNE	1	1.4	250	.5
OCTOBER	1	1.4	145	.3
TOTAL	74	100.0	54,402	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.1	326	.6
CENSUS DIVISION NO. 1	3	4.1	326	.6
LETHBRIDGE	3	4.1	541	1.0
CENSUS DIVISION NO. 2	2	2.7	391	.7
MULTIPLE CENSUS DIVISIONS	1	1.4	150	.3
CALGARY / DRUMHELLER	21	28.4	12,058	22.2
CENSUS DIVISION NO. 6	21	28.4	12,058	22.2
THE PARKS	2	2.7	532	1.0
CENSUS DIVISION NO. 9	1	1.4	342	.6
CENSUS DIVISION NO. 14	1	1.4	190	.3
RED DEER / WAINWRIGHT	4	5.4	957	1.8
CENSUS DIVISION NO. 8	4	5.4	957	1.8
EDMONTON / LLOYDMIN.	28	37.8	15,587	28.7
CENSUS DIVISION NO. 10	1	1.4	150	.3
CENSUS DIVISION NO. 11	26	35.1	15,309	28.1
MULTIPLE CENSUS DIVISIONS	1	1.4	128	.2
PEACE RIVER	1	1.4	131	.2
CENSUS DIVISION NO. 15	1	1.4	131	.2
ATHABASCA	2	2.7	390	.7
CENSUS DIVISION NO. 12	2	2.7	390	.7
INTER-REGIONAL	3	4.1	722	1.3
PROVINCE WIDE	7	9.5	23,158	42.6
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 1 in the Definition at page viii.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE *

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.1	326	.6
MEDICINE HAT	3	4.1	326	.6
LETHBRIDGE	3	4.1	541	1.0
LETHBRIDGE	2	2.7	391	.7
REMAINDER	1	1.4	150	.3
CALGARY / DRUMHELLER	21	28.4	12,058	22.2
CALGARY	18	24.3	11,528	21.2
REMAINDER	3	4.1	530	1.0
THE PARKS	2	2.7	532	1.0
REMAINDER	2	2.7	532	1.0
RED DEER / WAINWRIGHT	4	5.4	957	1.8
RED DEER	1	1.4	380	.7
REMAINDER	3	4.1	577	1.1
EDMONTON / LLOYDMIN.	28	37.8	15,587	28.7
EDMONTON	25	33.8	15,129	27.8
ST ALBERT	1	1.4	180	.3
REMAINDER	2	2.7	278	.5
PEACE RIVER	1	1.4	131	.2
REMAINDER	1	1.4	131	.2
ATHABASCA	2	2.7	390	.7
FORT MCMURRAY	2	2.7	390	.7
TWO OR MORE REGIONS	3	4.1	722	1.3
PROVINCE WIDE	7	9.5	23,158	42.6
TOTAL	74	100.0	54,402	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	20	27.0	9,684	17.8
AARNA	3	4.1	5,920	10.9
C. U. P. E.	19	25.7	9,828	18.1
EMPLOYEES ASSOCIATION	17	23.0	11,528	21.2
HEALTH SCIENCE ASSOCIATION	3	4.1	4,520	8.3
HOTEL & RESTAURANT EMPL	2	2.7	325	.6
MULTI-UNION	1	1.4	250	.5
RAILWAY WORKERS	2	2.7	574	1.1
TEAMSTERS	1	1.4	145	.3
UNITED NURSES OF ALBERTA	6	8.1	11,628	21.4
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 2 in the Definition at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	4	5.4	867	1.6
ONE YEAR	14	18.9	6,856	12.6
BETWEEN ONE AND TWO YEARS	16	21.6	9,467	17.4
TWO YEARS	38	51.4	36,830	67.7
BETWEEN TWO AND THREE YEARS	1	1.4	150	.3
THREE YEARS	1	1.4	232	.4
TOTAL	74	100.0	54,402	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	24	32.4	3,561	6.5
200 - 499 EMPLOYEES	31	41.9	9,479	17.4
500 - 999 EMPLOYEES	5	6.8	3,701	6.8
1,000 OR MORE EMPLOYEES	14	18.9	37,661	69.2
TOTAL	74	100.0	54,402	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	20	27.0	5,754	10.6
OFFICE EMPLOYEES	4	5.4	3,292	6.1
PROFESSIONAL EMPLOYEES	12	16.2	19,773	36.3
NON-OFFICE AND OFFICE EMPLOYEES	26	35.1	17,331	31.9
NON-OFFICE AND PROFESSIONAL EMPLOYEES	3	4.1	770	1.4
OFFICE AND PROFESSIONAL EMPLOYEES	3	4.1	709	1.3
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	6	8.1	6,773	12.4
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 3 in the Definition at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.6	5,794	10.7
UNION MEMBERSHIP	15	20.3	7,985	14.7
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	1	1.4	100	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	1.4	342	.6
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	1	1.4	180	.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	2	2.7	7,113	13.1
RACE, RELIGION, NATIONALITY, SEX, AGE	3	4.1	972	1.8
RACE, RELIGION, UNION MEMBERSHIP, AGE, MARITAL STATUS	2	2.7	539	1.0
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	1.4	105	.2
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	29	39.2	29,146	53.6
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	3	4.1	1,358	2.5
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	1	1.4	128	.2
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	2	2.7	640	1.2
TOTAL	74	100.0	54,402	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	400	.7
GENERAL STATEMENT OF MANAGEMENT RIGHTS	13	17.6	4,052	7.4
ENUMERATED LIST OF MANAGEMENT RIGHTS	4	5.4	2,907	5.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	34	45.9	27,938	51.4
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	21	28.4	19,105	35.1
TOTAL	74	100.0	54,402	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	51.4	32,299	59.4
UNION SHOP	10	13.5	2,072	3.8
MODIFIED UNION SHOP	7	9.5	3,881	7.1
MAINTENANCE OF MEMBERSHIP	16	21.6	11,635	21.4
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	3	4.1	4,515	8.3
TOTAL	74	100.0	54,402	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	431	.8
DUES CHECK-OFF ONLY	55	74.3	46,876	86.2
DUES AND INITIATION FEES	8	10.8	5,198	9.6
DUES AND ASSESSMENTS	5	6.8	1,140	2.1
DUES, INITIATION FEES AND ASSESSMENTS	4	5.4	757	1.4
TOTAL	74	100.0	54,402	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	431	.8
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	70	94.6	53,541	98.4
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	2	2.7	430	.8
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 4 in the Definition at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	300	.6
60 CALENDAR DAYS	1	1.4	232	.4
130 CALENDAR DAYS	1	1.4	131	.2
42 WORKING DAYS/SHIFTS	1	1.4	4,038	7.4
45 WORKING DAYS/SHIFTS	1	1.4	190	.3
60 WORKING DAYS/SHIFTS	14	18.9	6,148	11.3
65 WORKING DAYS/SHIFTS	15	20.3	23,627	43.4
80 WORKING DAYS/SHIFTS	1	1.4	380	.7
2 MONTHS	1	1.4	150	.3
3 MONTHS	7	9.5	2,576	4.7
4 MONTHS	1	1.4	100	.2
5 MONTHS	1	1.4	335	.6
6 MONTHS	19	25.7	11,986	22.0
VARIES BY OCCUPATION OR CLASSIFICATION	7	9.5	2,423	4.5
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	1.4	250	.5
NOT SPECIFIED	1	1.4	1,136	2.1
OTHER	1	1.4	400	.7
TOTAL	74	100.0	54,402	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	24.3	5,764	10.6
COMPANY	30	40.5	29,925	55.0
PLANT	2	2.7	440	.8
DEPARTMENT	6	8.1	6,746	12.4
JOB OR OCCUPATIONAL CLASSIFICATION	3	4.1	930	1.7
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.4	105	.2
COMBINATION OF PLANT AND DEPARTMENT	1	1.4	858	1.6
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	2.7	1,902	3.5
NOT SPECIFIED	11	14.9	7,732	14.2
TOTAL	74	100.0	54,402	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	32.4	12,560	23.1
6 MONTHS	14	18.9	9,956	18.3
12 MONTHS	29	39.2	29,762	54.7
24 MONTHS	3	4.1	672	1.2
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	4	5.4	1,452	2.7
TOTAL	74	100.0	54,402	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	29.7	7,046	13.0
30 HOURS	1	1.4	285	.5
48 HOURS	1	1.4	232	.4
14 CALENDAR DAYS	16	21.6	27,825	51.1
15 CALENDAR DAYS	1	1.4	150	.3
21 CALENDAR DAYS	3	4.1	1,902	3.5
28 CALENDAR DAYS	1	1.4	400	.7
30 CALENDAR DAYS	2	2.7	318	.6
10 WORKING DAYS/SHIFTS	12	16.2	5,685	10.4
20 WORKING DAYS/SHIFTS	3	4.1	430	.8
2 WEEKS	6	8.1	5,037	9.3
3 WEEKS	1	1.4	420	.8
VARIES WITH LENGTH OF SERVICE	3	4.1	4,200	7.7
NOT SPECIFIED	1	1.4	342	.6
OTHER	1	1.4	130	.2
TOTAL	74	100.0	54,402	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	44.6	24,329	44.7
10 DAYS PAY	13	17.6	5,835	10.7
14 DAYS PAY	9	12.2	12,737	23.4
15 DAYS PAY	1	1.4	150	.3
20 DAYS PAY	1	1.4	180	.3
21 DAYS PAY	2	2.7	1,002	1.8
30 DAYS PAY	2	2.7	318	.6
TWO WEEKS PAY	8	10.8	8,616	15.8
THREE WEEKS PAY	1	1.4	420	.8
	1	1.4	285	.5
VARIES WITH LENGTH OF SERVICE	2	2.7	400	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	130	.2
TOTAL	74	100.0	54,402	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	56.8	32,278	59.3
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	8	10.8	9,616	17.7
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	24	32.4	12,508	23.0
TOTAL	74	100.0	54,402	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	14.9	11,034	20.3
R52ERENCE TO DURATION OF SENIORITY	1	1.4	190	.3
5 CALENDAR DAYS	13	17.6	6,592	12.1
6 CALENDAR DAYS	1	1.4	452	.8
7 CALENDAR DAYS	12	16.2	4,639	8.5
8 CALENDAR DAYS	8	10.8	12,512	23.0
10 CALENDAR DAYS	4	5.4	10,775	19.8
14 CALENDAR DAYS	3	4.1	498	.9
3 WORKING DAYS/SHIFTS	1	1.4	145	.3
5 WORKING DAYS/SHIFTS	15	20.3	6,594	12.1
7 WORKING DAYS/SHIFTS	1	1.4	290	.5
1 WEEKS	1	1.4	240	.4
NOT SPECIFIED	3	4.1	441	.8
TOTAL	74	100.0	54,402	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.6	6,777	12.5
PRIMARY FACTOR	7	9.5	2,095	3.9
SECONDARY FACTOR	35	47.3	32,438	59.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	19	25.7	13,092	24.1
TOTAL	74	100.0	54,402	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	35.1	10,863	20.0
SOLE FACTOR	2	2.7	380	.7
PRIMARY FACTOR	4	5.4	925	1.7
SECONDARY FACTOR	26	35.1	29,821	54.8
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	16	21.6	12,413	22.8
TOTAL	74	100.0	54,402	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.6	6,017	11.1
SOLE FACTOR	24	32.4	17,521	32.2
PRIMARY FACTOR	23	31.1	25,012	46.0
SECONDARY FACTOR	12	16.2	5,581	10.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	2.7	271	.5
TOTAL	74	100.0	54,402	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	15	20.3	19,221	35.3
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	54	73.0	33,783	62.1
EMPLOYEE OR UNION REPRESENTATIVE	2	2.7	299	.5
GRIEVANCE COMMITTEE ONLY	1	1.4	100	.2
CHOICE BETWEEN SEVERAL PROCEDURES	1	1.4	858	1.6
OTHER	1	1.4	141	.3
TOTAL	74	100.0	54,402	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.0	30,154	55.4
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	28	37.8	21,231	39.0
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	4	5.4	1,623	3.0
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	4	5.4	1,194	2.2
OTHER	1	1.4	200	.4
TOTAL	74	100.0	54,402	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.8	2,573	4.7
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	14	18.9	4,043	7.4
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	30	40.5	17,437	32.1
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	25	33.8	30,349	55.8
TOTAL	74	100.0	54,402	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	650	1.2
FIVE DAYS A WEEK	67	90.5	47,360	87.1
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.7	5,174	9.5
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	3	4.1	1,218	2.2
TOTAL	74	100.0	54,402	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	350	.6
6-3/4 HOURS	2	2.7	369	.7
7 HOURS	7	9.5	1,630	3.0
7-1/4 HOURS	1	1.4	290	.5
7-1/2 HOURS	6	8.1	1,920	3.5
7-3/4 HOURS	24	32.4	26,954	49.5
8 HOURS	11	14.9	2,469	4.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	19	25.7	18,542	34.1
VARIES FOR DIFFERENT SEASONS	3	4.1	1,878	3.5
TOTAL	74	100.0	54,402	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
33-3/4 HOURS	2	2.7	369	.7
35 HOURS	9	12.2	2,090	3.8
36-1/4 HOURS	1	1.4	290	.5
37-1/2 HOURS	5	6.8	1,810	3.3
38-3/4 HOURS	24	32.4	26,954	49.5
40 HOURS	11	14.9	2,469	4.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	19	25.7	18,542	34.1
VARIES FOR DIFFERENT SEASONS	3	4.1	1,878	3.5
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 5 in the Definition at page ix.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	83.8	46,288	85.1
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	1	1.4	342	.6
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	1.4	1,136	2.1
MEAL PERIOD PAID ON 3RD SHIFT ONLY	1	1.4	240	.4
MEAL PERIOD PAID ON OVERTIME WORK	6	8.1	5,312	9.8
2ND AND 3RD SHIFTS	1	1.4	770	1.4
CALL-IN CALL-BACK AND OVERTIME	1	1.4	189	.3
OTHER	1	1.4	125	.2
TOTAL	74	100.0	54,402	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.0	14,104	25.9
PROVISION FOR FLEX-TIME	5	6.8	1,423	2.6
PROVISION FOR COMPRESSED WORK-WEEK	12	16.2	17,394	32.0
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	20	27.0	21,481	39.5
TOTAL	74	100.0	54,402	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.4	1,112	2.0
TIME AND ONE-HALF	9	12.2	2,027	3.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	8	10.8	9,253	17.0
DOUBLE TIME AFTER 3 HOURS	5	6.8	5,969	11.0
DOUBLE TIME AFTER 4 HOURS	2	2.7	280	.5
DOUBLE TIME	2	2.7	360	.7
1.50 TIME OFF OR PAY AT 1.50 TIME	4	5.4	2,232	4.1
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	15	20.3	6,481	11.9
2.00 TIME/PAY AFTER 3 HOURS	9	12.2	19,600	36.0
2.00 TIME/PAY AFTER 4 HOURS	5	6.8	818	1.5
2.00 TIME/PAY AFTER 5 HOURS	1	1.4	180	.3
OTHER	1	1.4	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	5.4	4,705	8.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.7	416	.8
OTHER	3	4.1	779	1.4
TOTAL	74	100.0	54,402	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	71.6	47,725	87.7
TIME AND ONE-HALF	7	9.5	1,517	2.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.4	1,856	3.4
DOUBLE TIME	1	1.4	250	.5
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	150	.3
1.50 TIME OFF OR PAY AT 1.50 TIME	5	6.8	1,572	2.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	1.4	250	.5
2.00 TIME/PAY AFTER 40 HOURS	1	1.4	128	.2
OTHER	1	1.4	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.4	335	.6
NOT SPECIFIED	1	1.4	189	.3
OTHER	1	1.4	240	.4
TOTAL	74	100.0	54,402	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	87.8	51,873	95.4
TIME AND ONE-HALF	1	1.4	180	.3
DOUBLE TIME	2	2.7	350	.6
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	1,200	2.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	1.4	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	2.7	270	.5
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	1.4	150	.3
OTHER	1	1.4	189	.3
TOTAL	74	100.0	54,402	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	87.8	51,538	94.7
DOUBLE TIME	3	4.1	530	1.0
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	1,200	2.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	1.4	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	4.1	755	1.4
OTHER	1	1.4	189	.3
TOTAL	74	100.0	54,402	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.4	8,475	15.6
TIME AND ONE-HALF	5	6.8	3,423	6.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	5.4	3,748	6.9
DOUBLE TIME AFTER 3 HOURS	3	4.1	4,558	8.4
DOUBLE TIME AFTER 7 3/4 HOURS	1	1.4	275	.5
DOUBLE TIME	3	4.1	522	1.0
1.50 TIME OFF OR PAY AT 1.50 TIME	9	12.2	4,482	8.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	6	8.1	1,517	2.8
2.00 TIME/PAY AFTER 3 HOURS	4	5.4	7,936	14.6
2.00 TIME/PAY AFTER 4 HOURS	2	2.7	318	.6
2.00 TIME/PAY AFTER 7 3/4 HOURS	3	4.1	11,035	20.3
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.7	625	1.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	10.8	6,774	12.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	285	.5
OTHER	2	2.7	429	.8
TOTAL	74	100.0	54,402	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.0	5,906	10.9
TIME AND ONE-HALF	2	2.7	532	1.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	5.4	3,748	6.9
DOUBLE TIME AFTER 3 HOURS	1	1.4	4,038	7.4
DOUBLE TIME AFTER 7 3/4 HOURS	1	1.4	275	.5
DOUBLE TIME	8	10.8	6,135	11.3
1.50 TIME OFF OR PAY AT 1.50 TIME	3	4.1	1,321	2.4
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	6	8.1	1,517	2.8
2.00 TIME/PAY AFTER 3 HOURS	1	1.4	200	.4
2.00 TIME/PAY AFTER 4 HOURS	2	2.7	318	.6
2.00 TIME/PAY AFTER 7 3/4 HOURS	3	4.1	11,035	20.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	19	25.7	18,296	33.6
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	1.4	367	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	285	.5
OTHER	2	2.7	429	.8
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 6 in the Definition at page ix.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	87.8	48,050	88.3
$ 5.90 PER MEAL PAID AFTER UNSPECIFIED HOURS	4	5.4	1,052	1.9
$ 6.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.4	3,800	7.0
$ 7.50 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	1.4	110	.2
$10.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.4	240	.4
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	1	1.4	900	1.7
2 HOURS OF OVERTIME	1	1.4	250	.5
TOTAL	74	100.0	54,402	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	89.2	52,005	95.6
PROVISION EXISTS	8	10.8	2,397	4.4
TOTAL	74	100.0	54,402	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.0	16,056	29.5
AMOUNT PER HOUR				
$.25	4	5.4	950	1.7
$.30	1	1.4	1,713	3.1
$.35	1	1.4	250	.5
$.50	27	36.5	34,628	63.7
$.60	1	1.4	100	.2
NOT SPECIFIED	1	1.4	350	.6
OTHER	2	2.7	355	.7
TOTAL	74	100.0	54,402	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	51.4	16,161	29.7
AMOUNT PER HOUR				
$.25	4	5.4	950	1.7
$.35	2	2.7	1,963	3.6
$.50	27	36.5	34,628	63.7
$.60	1	1.4	100	.2
NOT SPECIFIED	1	1.4	350	.6
OTHER	1	1.4	250	.5
TOTAL	74	100.0	54,402	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.0	4,931	9.1
AMOUNT PER HOUR				
$.10	1	1.4	285	.5
$.15	1	1.4	770	1.4
$.30	4	5.4	2,169	4.0
$.45	4	5.4	780	1.4
$.50	3	4.1	993	1.8
$.65	1	1.4	100	.2
$.74	1	1.4	200	.4
$.75	3	4.1	820	1.5
$.85	1	1.4	475	.9
$1.00	29	39.2	34,826	64.0
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	2.7	589	1.1
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	1.4	100	.2
PER CENT OF WAGES				
7.0 PER CENT	1	1.4	1,856	3.4
10.0 PER CENT	1	1.4	3,800	7.0
15.0 PER CENT	1	1.4	250	.5
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	2.7	1,108	2.0
NOT SPECIFIED	1	1.4	350	.6
TOTAL	74	100.0	54,402	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.4	5,947	10.9
AMOUNT PER HOUR				
$.10	1	1.4	285	.5
$.15	1	1.4	770	1.4
$.30	1	1.4	190	.3
$.35	2	2.7	1,834	3.4
$.45	2	2.7	380	.7
$.50	2	2.7	450	.8
$.55	1	1.4	150	.3
$.65	1	1.4	100	.2
$.74	1	1.4	200	.4
$.75	3	4.1	820	1.5
$.85	1	1.4	475	.9
$1.00	27	36.5	34,508	63.4
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	2.7	589	1.1
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	1.4	100	.2
PER CENT OF WAGES				
10.0 PER CENT	2	2.7	5,656	10.4
15.0 PER CENT	1	1.4	250	.5
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	2.7	1,108	2.0
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	1.4	240	.4
NOT SPECIFIED	1	1.4	350	.6
TOTAL	74	100.0	54,402	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	95.9	53,628	98.6
AMOUNT PER HOUR				
$.50	1	1.4	200	.4
FLAT AMOUNT PER SHIFT				
$ 1.25 PER SHIFT	1	1.4	232	.4
NOT SPECIFIED	1	1.4	342	.6
TOTAL	74	100.0	54,402	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	95.9	51,609	94.9
AMOUNT PER HOUR				
$.30	1	1.4	900	1.7
$.50	2	2.7	1,893	3.5
TOTAL	74	100.0	54,402	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	73.0	29,530	54.3
FLAT AMOUNT PER SHIFT				
$ 2.50 PER SHIFT	1	1.4	330	.6
$ 3.00 PER SHIFT	1	1.4	186	.3
$15.00 PER SHIFT	2	2.7	318	.6
$25.00 PER SHIFT	4	5.4	1,001	1.8
$27.50 PER SHIFT	1	1.4	287	.5
$30.00 PER SHIFT	1	1.4	1,629	3.0
$35.00 PER SHIFT	5	6.8	16,710	30.7
NOT SPECIFIED	1	1.4	350	.6
OTHER	4	5.4	4,061	7.5
TOTAL	74	100.0	54,402	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.0	20,567	37.8
PROVISION EXISTS	37	50.0	33,835	62.2
TOTAL	74	100.0	54,402	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	52.7	27,838	51.2
2.0 HOURS OF WORK OR PAY	2	2.7	1,879	3.5
3.0 HOURS OF WORK OR PAY	16	21.6	15,307	28.1
4.0 HOURS OF WORK OR PAY	14	18.9	6,082	11.2
VARIES DEPENDING ON WORK OR NOT	3	4.1	3,296	6.1
TOTAL	74	100.0	54,402	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	10.8	1,387	2.5
MINIMUM OF 1.0 HOURS AT TIME AND ONE-HALF	1	1.4	300	.6
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	8	10.8	10,124	18.6
DOUBLE TIME	4	5.4	1,850	3.4
MINIMUM OF 3.0 HOURS AT				
TIME AND ONE-HALF	8	10.8	8,762	16.1
TIME AND THREE-QUARTERS	1	1.4	240	.4
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	2	2.7	650	1.2
TIME AND ONE-HALF	2	2.7	357	.7
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	9.5	1,707	3.1
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	2.7	350	.6
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	4	5.4	5,826	10.7
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.4	150	.3
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	8	10.8	6,627	12.2
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	7	9.5	11,025	20.3
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	2.7	2,571	4.7
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	1	1.4	290	.5
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	1.4	190	.3
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.4	250	.5
OTHER	6	8.1	1,746	3.2
TOTAL	74	100.0	54,402	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	97.3	53,952	99.2
OTHER	2	2.7	450	.8
TOTAL	74	100.0	54,402	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	68.9	36,783	67.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	21	28.4	17,229	31.7
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	2	2.7	390	.7
TOTAL	74	100.0	54,402	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	10.8	5,594	10.3
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	8	10.8	3,333	6.1
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	56	75.7	44,936	82.6
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	2	2.7	539	1.0
TOTAL	74	100.0	54,402	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.0	6,211	11.4
1 PERIOD 15 MINUTES EACH	1	1.4	189	.3
2 PERIODS, 10 MINUTES EACH	3	4.1	595	1.1
2 PERIODS, 15 MINUTES EACH	50	67.6	45,852	84.3
OTHER	3	4.1	1,555	2.9
TOTAL	74	100.0	54,402	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	12	16.2	7,118	13.1
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.4	400	.7
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.4	250	.5
11 FULL HOLIDAYS	32	43.2	32,322	59.4
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	4	5.4	2,432	4.5
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	2	2.7	370	.7
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.4	770	1.4
12 FULL HOLIDAYS	14	18.9	7,398	13.6
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	2.7	540	1.0
13 FULL HOLIDAYS	1	1.4	250	.5
14 FULL HOLIDAYS	1	1.4	475	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.7	1,956	3.6
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	1.4	121	.2
TOTAL	74	100.0	54,402	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	98.6	53,779	98.9
PROVISION EXISTS	1	1.4	623	1.1
TOTAL	74	100.0	54,402	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	86.5	50,641	93.1
30 CALENDAR DAYS	3	4.1	2,338	4.3
30 WORKING DAYS	1	1.4	150	.3
60 WORKING DAYS	1	1.4	145	.3
65 WORKING DAYS	4	5.4	853	1.6
OTHER	1	1.4	275	.5
TOTAL	74	100.0	54,402	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.4	6,899	12.7
DAY BEFORE AND AFTER HOLIDAY	49	66.2	46,374	85.2
DAY BEFORE OR AFTER HOLIDAY	1	1.4	430	.8
DURING HOLIDAY WEEK OR OTHER PERIOD	3	4.1	699	1.3
TOTAL	74	100.0	54,402	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	55.4	18,814	34.6
PROVISION EXISTS	33	44.6	35,588	65.4
TOTAL	74	100.0	54,402	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	86.5	49,795	91.5
FOLLOWING MONDAY OFF WITH PAY	5	6.8	1,105	2.0
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	2.7	551	1.0
ANOTHER DAY OFF WITH PAY	3	4.1	2,951	5.4
TOTAL	74	100.0	54,402	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	85.1	49,460	90.9
FOLLOWING MONDAY OFF WITH PAY	5	6.8	1,105	2.0
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	2.7	551	1.0
ANOTHER DAY OFF WITH PAY	4	5.4	3,286	6.0
TOTAL	74	100.0	54,402	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	10.8	8,501	15.6
EXTRA DAYS VACATION WITH PAY	49	66.2	30,753	56.5
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	17	23.0	15,148	27.8
TOTAL	74	100.0	54,402	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.0	5,489	10.1
EXTRA DAY OFF WITH PAY	32	43.2	26,639	49.0
EXTRA DAY OFF OR EXTRA DAYS PAY	22	29.7	22,274	40.9
TOTAL	74	100.0	54,402	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	10.8	1,826	3.4
TIME AND ONE-HALF PLUS HOLIDAY PAY	4	5.4	1,768	3.2
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	1.4	240	.4
DOUBLE TIME PLUS HOLIDAY PAY	6	8.1	11,606	21.3
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	2	2.7	382	.7
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	14	18.9	8,835	16.2
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.4	3,800	7.0
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.4	342	.6
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	22	29.7	17,781	32.7
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	3	4.1	691	1.3
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	1.4	623	1.1
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	2	2.7	1,331	2.4
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	2	2.7	2,013	3.7
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	2	2.7	1,770	3.3
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	3	4.1	920	1.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	285	.5
OTHER	1	1.4	189	.3
TOTAL	74	100.0	54,402	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.0	16,174	29.7
SIX MONTHS BUT LESS THAN ONE YEAR	42	56.8	35,273	64.8
1 YEAR	8	10.8	1,589	2.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	5.4	1,366	2.5
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	600	1.1
1 YEAR	53	71.6	39,125	71.9
2 YEARS	4	5.4	586	1.1
3 YEARS	1	1.4	232	.4
4 YEARS	2	2.7	467	.9
5 YEARS	2	2.7	445	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	13.5	12,947	23.8
TOTAL	74	100.0	54,402	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	450	.8
1 YEAR	1	1.4	400	.7
2 YEARS	3	4.1	507	.9
3 YEARS	7	9.5	10,598	19.5
4 YEARS	13	17.6	11,105	20.4
5 YEARS	5	6.8	1,610	3.0
6 YEARS	5	6.8	745	1.4
7 YEARS	2	2.7	3,941	7.2
8 YEARS	16	21.6	9,905	18.2
9 YEARS	3	4.1	662	1.2
10 YEARS	4	5.4	947	1.7
14 YEARS	1	1.4	145	.3
17 YEARS	1	1.4	250	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	14.9	13,137	24.1
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.8	1,145	2.1
7 YEARS	2	2.7	318	.6
8 YEARS	1	1.4	189	.3
10 YEARS	1	1.4	121	.2
11 YEARS	2	2.7	685	1.3
12 YEARS	1	1.4	190	.3
13 YEARS	1	1.4	150	.3
14 YEARS	10	13.5	5,779	10.6
15 YEARS	18	24.3	27,834	51.2
16 YEARS	3	4.1	421	.8
17 YEARS	3	4.1	1,390	2.6
18 YEARS	17	23.0	12,295	22.6
19 YEARS	1	1.4	1,200	2.2
20 YEARS	5	6.8	1,164	2.1
25 YEARS	1	1.4	200	.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	4.1	1,321	2.4
TOTAL	74	100.0	54,402	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.1	18,834	34.6
15 YEARS	3	4.1	508	.9
20 YEARS	2	2.7	539	1.0
24 YEARS	1	1.4	100	.2
25 YEARS	25	33.8	32,759	60.2
30 YEARS	2	2.7	662	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	1,000	1.8
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	200	.4
THREE WEEKS	1	1.4	250	.5
FOUR WEEKS	3	4.1	695	1.3
FIVE WEEKS	33	44.6	17,933	33.0
FIVE AND ONE-HALF WEEKS	1	1.4	400	.7
SIX WEEKS	33	44.6	34,668	63.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	131	.2
NOT SPECIFIED	1	1.4	125	.2
TOTAL	74	100.0	54,402	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	86.5	48,896	89.9
PROVISION EXISTS	10	13.5	5,506	10.1
TOTAL	74	100.0	54,402	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	13.5	2,534	4.7
CASUAL ILLNESS LEAVE	16	21.6	13,347	24.5
GENERAL ILLNESS LEAVE	1	1.4	189	.3
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	46	62.2	37,196	68.4
OTHER	1	1.4	1,136	2.1
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 7 in the Definition at page ix.

**For explanation see Number 8 in the Definition at page ix.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.0	17,334	31.9
42 WORKING DAYS	1	1.4	4,038	7.4
45 WORKING DAYS	1	1.4	190	.3
60 WORKING DAYS	5	6.8	3,977	7.3
65 WORKING DAYS	8	10.8	10,945	20.1
1 MONTHS	2	2.7	490	.9
3 MONTHS	11	14.9	15,190	27.9
5 MONTHS	1	1.4	335	.6
6 MONTHS	2	2.7	620	1.1
12 MONTHS	5	6.8	1,093	2.0
OTHER	1	1.4	190	.3
TOTAL	74	100.0	54,402	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	14.9	3,728	6.9
3 DAYS	1	1.4	232	.4
10 DAYS	14	18.9	5,578	10.3
11 DAYS	1	1.4	285	.5
12 DAYS	2	2.7	430	.8
15 DAYS	2	2.7	260	.5
18 DAYS	26	35.1	32,758	60.2
20 DAYS	1	1.4	430	.8
22 DAYS	3	4.1	2,170	4.0
24 DAYS	6	8.1	3,636	6.7
VARIES WITH LENGTH OF SERVICE	6	8.1	4,705	8.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	190	.3
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.4	5,881	10.8
UNDER 60 DAYS	3	4.1	662	1.2
60 - 89 DAYS	7	9.5	2,252	4.1
90 - 119 DAYS	6	8.1	2,723	5.0
120 - 149 DAYS	22	29.7	28,970	53.3
150 - 179 DAYS	3	4.1	2,170	4.0
180 - 209 DAYS	8	10.8	7,362	13.5
VARIES WITH LENGTH OF SERVICE	4	5.4	4,382	8.1
TOTAL	74	100.0	54,402	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	95.9	53,110	97.6
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	2	2.7	1,187	2.2
50.0 PER CENT	1	1.4	105	.2
TOTAL	74	100.0	54,402	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	98.6	53,502	98.3
30 DAYS	1	1.4	900	1.7
TOTAL	74	100.0	54,402	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	97.3	51,688	95.0
PER CENT NOT SPECIFIED	2	2.7	2,714	5.0
TOTAL	74	100.0	54,402	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	98.6	53,544	98.4
OTHER	1	1.4	858	1.6
TOTAL	74	100.0	54,402	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	85.1	49,568	91.1
PROVISION EXISTS	11	14.9	4,834	8.9
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 8 in the Definition at page ix.

**For explanation see Number 9 in the Definition at page ix.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.4	5,532	10.2
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	31	41.9	16,231	29.8
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	1.4	200	.4
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	18	24.3	30,205	55.5
OTHER	3	4.1	2,234	4.1
TOTAL	74	100.0	54,402	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	32.4	10,430	19.2
3 MONTHS	2	2.7	430	.8
4 MONTHS	6	8.1	2,864	5.3
6 MONTHS	2	2.7	241	.4
12 MONTHS	1	1.4	300	.6
24 MONTHS	1	1.4	121	.2
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	22	29.7	31,925	58.7
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	1	1.4	858	1.6
NOT SPECIFIED	11	14.9	4,731	8.7
OTHER	4	5.4	2,502	4.6
TOTAL	74	100.0	54,402	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.4	8,180	15.0
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	50	67.6	45,649	83.9
NOT SPECIFIED	2	2.7	231	.4
OTHER	1	1.4	342	.6
TOTAL	74	100.0	54,402	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	400	.7
IMMEDIATE FAMILY ONLY				
3.0 DAYS	7	9.5	1,303	2.4
4.0 DAYS	3	4.1	680	1.2
5.0 DAYS	8	10.8	12,977	23.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.4	180	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.4	189	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.4	300	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.4	350	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	10	13.5	5,235	9.6
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.4	250	.5
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	232	.4
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	29	39.2	28,879	53.1
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	150	.3
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	2.7	318	.6
5.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	4.1	1,366	2.5
5.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	240	.4
NOT SPECIFIED	1	1.4	1,200	2.2
OTHER	1	1.4	153	.3
TOTAL	74	100.0	54,402	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.0	4,953	9.1
2 MONTHS	7	9.5	6,070	11.2
4 MONTHS	1	1.4	275	.5
5 MONTHS	1	1.4	335	.6
6 MONTHS	5	6.8	6,211	11.4
10 MONTHS	3	4.1	695	1.3
12 MONTHS	30	40.5	20,976	38.6
OTHER	10	13.5	14,887	27.4
TOTAL	74	100.0	54,402	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	592	1.1
17 WEEKS	1	1.4	190	.3
18 WEEKS	3	4.1	2,226	4.1
20 WEEKS	1	1.4	250	.5
21 WEEKS	2	2.7	235	.4
24 WEEKS	30	40.5	19,913	36.6
28 WEEKS	2	2.7	1,320	2.4
32 WEEKS	1	1.4	110	.2
36 WEEKS	23	31.1	26,037	47.9
48 WEEKS	1	1.4	1,200	2.2
52 WEEKS	3	4.1	1,176	2.2
ACCORDING TO LEGISLATION	3	4.1	663	1.2
NOT SPECIFIED	2	2.7	490	.9
TOTAL	74	100.0	54,402	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.0	38,719	71.2
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	33	44.6	14,928	27.4
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	2	2.7	275	.5
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	2	2.7	480	.9
TOTAL	74	100.0	54,402	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	36.5	12,723	23.4
PATERNITY	19	25.7	26,389	48.5
CITIZENSHIP	2	2.7	911	1.7
FAMILY ILLNESS	2	2.7	670	1.2
PATERNITY AND MOVING	1	1.4	190	.3
PATERNITY AND CITIZENSHIP	2	2.7	539	1.0
PATERNITY AND FAMILY ILLNESS	3	4.1	1,450	2.7
PATERNITY AND MARRIAGE	2	2.7	2,056	3.8
MOVING AND FAMILY ILLNESS	1	1.4	131	.2
PATERNITY, MOVING AND FAMILY ILLNESS	3	4.1	4,260	7.8
PATERNITY, CITIZENSHIP AND MARRIAGE	1	1.4	232	.4
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	8	10.8	4,181	7.7
PATERNITY, MOVING, CITIZENSHIP AND MARRIAGE	1	1.4	240	.4
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	1.4	300	.6
OTHER	1	1.4	130	.2
TOTAL	74	100.0	54,402	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	52.7	19,553	35.9
LEAVE WITHOUT PAY	11	14.9	10,648	19.6
LEAVE WITH FULL PAY	15	20.3	7,422	13.6
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	8	10.8	12,979	23.9
OTHER	1	1.4	3,800	7.0
TOTAL	74	100.0	54,402	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	35.1	18,912	34.8
GRIEVANCE PAY ONLY	44	59.5	29,816	54.8
ARBITRATION PAY ONLY	1	1.4	350	.6
GRIEVANCE AND ARBITRATION PAY	3	4.1	5,324	9.8
TOTAL	74	100.0	54,402	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	60.8	41,549	76.4
PROVISION EXISTS	29	39.2	12,853	23.6
TOTAL	74	100.0	54,402	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	40.5	9,646	17.7
PROVISION EXISTS	44	59.5	44,756	82.3
TOTAL	74	100.0	54,402	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.0	11,992	22.0
PROVISION EXISTS	37	50.0	42,410	78.0
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 10 in the Definition at page ix.

**For explanation see Number 11 in the Definition at page ix.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	43.2	16,430	30.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	39	52.7	37,333	68.6
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	3	4.1	639	1.2
TOTAL	74	100.0	54,402	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	82.4	45,366	83.4
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	1.4	121	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	8	10.8	7,904	14.5
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	1.4	475	.9
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	2	2.7	391	.7
OTHER	1	1.4	145	.3
TOTAL	74	100.0	54,402	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	98.6	50,602	93.0
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	1.4	3,800	7.0
TOTAL	74	100.0	54,402	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	35.1	12,755	23.4
SUPPLIED AT NO COST TO EMPLOYEES	44	59.5	40,806	75.0
REPLACED AT NO COST TO EMPLOYEES	2	2.7	391	.7
EMPLOYER MAKES A MONETARY ALLOWANCE	2	2.7	450	.8
TOTAL	74	100.0	54,402	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	47.3	27,823	51.1
MAINTAINED AT NO COST TO EMPLOYEES	37	50.0	26,009	47.8
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	2	2.7	570	1.0
TOTAL	74	100.0	54,402	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	83.8	50,533	92.9
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	6	8.1	1,291	2.4
TOOLS REPLACED AT NO COST TO EMPLOYEE	2	2.7	773	1.4
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	4.1	1,330	2.4
OTHER	1	1.4	475	.9
TOTAL	74	100.0	54,402	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	86.5	51,795	95.2
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	3	4.1	691	1.3
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	3	4.1	1,163	2.1
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	2	2.7	318	.6
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	1.4	285	.5
OTHER	1	1.4	150	.3
TOTAL	74	100.0	54,402	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	87.8	46,951	86.3
PORTAL TO PORTAL PAY	1	1.4	5,400	9.9
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	7	9.5	1,901	3.5
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	1.4	150	.3
TOTAL	74	100.0	54,402	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	56.8	24,239	44.6
CENTS PER KILOMETER				
18.0 CENTS	1	1.4	150	.3
25.0 CENTS	3	4.1	2,964	5.4
27.0 CENTS	1	1.4	300	.6
28.0 CENTS	14	18.9	22,519	41.4
VARIES WITH DISTANCE	5	6.8	927	1.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	200	.4
OTHER	7	9.5	3,103	5.7
TOTAL	74	100.0	54,402	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	90.5	47,779	87.8
PROVISICN EXISTS	7	9.5	6,623	12.2
TOTAL	74	100.0	54,402	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	98.6	54,277	99.8
ONE TO FIVE	1	1.4	125	.2
TOTAL	74	100.0	54,402	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	75.7	39,221	72.1
TRAINING FOR BARGAINING UNIT EMPLOYEES	18	24.3	15,181	27.9
TOTAL	74	100.0	54,402	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	82.4	45,702	84.0
SEVERANCE PAY PLAN	13	17.6	8,700	16.0
TOTAL	74	100.0	54,402	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	94.6	49,922	91.8
PROVISION EXISTS	4	5.4	4,480	8.2
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 12 in the Definition at page ix.

**For explanation see Number 13 in the Definition at page x.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	97.3	51,661	95.0
PROVISION EXISTS	2	2.7	2,741	5.0
TOTAL	74	100.0	54,402	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	83.8	43,543	80.0
PROVISION EXISTS	12	16.2	10,859	20.0
TOTAL	74	100.0	54,402	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	85.1	43,947	80.8
PROVISION EXISTS	11	14.9	10,455	19.2
TOTAL	74	100.0	54,402	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	83.8	44,489	81.8
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	5	6.8	6,726	12.4
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.4	240	.4
NOT SPECIFIED	6	8.1	2,947	5.4
TOTAL	74	100.0	54,402	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	91.9	50,576	93.0
PROVISION EXISTS	6	8.1	3,826	7.0
TOTAL	74	100.0	54,402	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	87.8	47,578	87.5
PROVISION EXISTS	9	12.2	6,824	12.5
TOTAL	74	100.0	54,402	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	94.6	51,021	93.8
PROVISION EXISTS	4	5.4	3,381	6.2
TOTAL	74	100.0	54,402	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	93.2	50,717	93.2
PROVISION EXISTS	5	6.8	3,685	6.8
TOTAL	74	100.0	54,402	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	98.6	54,162	99.6
PROVISION EXISTS	1	1.4	240	.4
TOTAL	74	100.0	54,402	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	93.2	50,587	93.0
PROVISION EXISTS	5	6.8	3,815	7.0
TOTAL	74	100.0	54,402	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	100.0	54,402	100.0
TOTAL	74	100.0	54,402	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	51.4	30,498	56.1
FORMAL JOB EVALUATION PLAN	6	8.1	5,160	9.5
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	20	27.0	16,272	29.9
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	10	13.5	2,472	4.5
TOTAL	74	100.0	54,402	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	67.6	39,173	72.0
PROVISION EXISTS	24	32.4	15,229	28.0
TOTAL	74	100.0	54,402	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	98.6	54,277	99.8
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	1.4	125	.2
TOTAL	74	100.0	54,402	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	93.2	50,828	93.4
AUTOMATIC MONTHLY ADJUSTMENTS	1	1.4	452	.8
AUTOMATIC ANNUAL ADJUSTMENTS	1	1.4	900	1.7
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	1.4	240	.4
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	2	2.7	1,982	3.6
TOTAL	74	100.0	54,402	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	95.9	51,520	94.7
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	1.4	900	1.7
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	1	1.4	332	.6
OTHER	1	1.4	1,650	3.0
TOTAL	74	100.0	54,402	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	85.1	43,171	79.4
ATTENDANCE BONUS ONLY	2	2.7	1,450	2.7
CONTINUOUS SERVICE BONUS ONLY	9	12.2	9,781	18.0
TOTAL	74	100.0	54,402	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.4	1,245	2.3
50.0 PER CENT	15	20.3	7,565	13.9
60.0 PER CENT	1	1.4	335	.6
66.6 PER CENT	1	1.4	190	.3
75.0 PER CENT	29	39.2	35,212	64.7
80.0 PER CENT	1	1.4	150	.3
85.0 PER CENT	1	1.4	141	.3
100.0 PER CENT	17	23.0	6,209	11.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	125	.2
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	2	2.7	1,963	3.6
FLAT SUM PAYMENT	1	1.4	131	.2
NOT SPECIFIED	1	1.4	1,136	2.1
TOTAL	74	100.0	54,402	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	14.9	3,453	6.3
DENTAL CARE PLAN ONLY	55	74.3	48,808	89.7
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	2	2.7	420	.8
DENTAL CARE PLAN AND VISION CARE PLAN	6	8.1	1,721	3.2
TOTAL	74	100.0	54,402	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	81.1	50,652	93.1
PROVISION EXISTS	14	18.9	3,750	6.9
TOTAL	74	100.0	54,402	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	14.9	3,161	5.8
50.0 PER CENT	6	8.1	2,872	5.3
60.0 PER CENT	2	2.7	585	1.1
70.0 PER CENT	1	1.4	623	1.1
75.0 PER CENT	21	28.4	32,165	59.1
85.0 PER CENT	1	1.4	141	.3
100.0 PER CENT	23	31.1	12,882	23.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	4.1	735	1.4
FLAT SUM PAYMENT	1	1.4	380	.7
NOT SPECIFIED	5	6.8	858	1.6
TOTAL	74	100.0	54,402	100.0

*For explanation see Number 14 in the Definition at page x.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	14.9	3,161	5.8
10,000 DOLLARS	1	1.4	200	.4
20,000 DOLLARS	1	1.4	290	.5
25,000 DOLLARS	1	1.4	250	.5
VARIES WITH INCOME OR JOB CLASSIFICATION	23	31.1	25,525	46.9
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	2	2.7	539	1.0
NOT SPECIFIED	34	45.9	24,292	44.7
OTHER	1	1.4	145	.3
TOTAL	74	100.0	54,402	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	41.9	10,553	19.4
70.0 PER CENT	1	1.4	623	1.1
75.0 PER CENT	19	25.7	31,075	57.1
100.0 PER CENT	23	31.1	12,151	22.3
TOTAL	74	100.0	54,402	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	41.9	10,553	19.4
10,000 DOLLARS	1	1.4	200	.4
25,000 DOLLARS	1	1.4	250	.5
VARIES WITH INCOME OR JOB CLASSIFICATION	12	16.2	16,333	30.0
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.4	240	.4
NOT SPECIFIED	22	29.7	21,786	40.0
OTHER	6	8.1	5,040	9.3
TOTAL	74	100.0	54,402	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	79.7	36,325	66.8
75.0 PER CENT	10	13.5	17,000	31.2
100.0 PER CENT	5	6.8	1,077	2.0
TOTAL	74	100.0	54,402	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	79.7	36,325	66.8
EXPRESSED AS PERCENT OF WAGES	8	10.8	16,380	30.1
VARIES WITH INCOME OR JOB CLASSIFICATION	2	2.7	395	.7
NOT SPECIFIED	5	6.8	1,302	2.4
TOTAL	74	100.0	54,402	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	79.7	36,325	66.8
21 WEEKS	1	1.4	550	1.0
24 WEEKS	6	8.1	15,580	28.6
26 WEEKS	2	2.7	395	.7
VARIES WITH LENGTH OF SERVICE	1	1.4	350	.6
NOT SPECIFIED	5	6.8	1,202	2.2
TOTAL	74	100.0	54,402	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	32.4	7,365	13.5
PROVISION EXISTS	50	67.6	47,037	86.5
TOTAL	74	100.0	54,402	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	82.4	49,325	90.7
75.0 PER CENT	1	1.4	100	.2
100.0 PER CENT	6	8.1	2,766	5.1
FLAT SUM PAYMENT	1	1.4	200	.4
NOT SPECIFIED	5	6.8	2,011	3.7
TOTAL	74	100.0	54,402	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	47.3	17,836	32.8
NON-CONTRIBUTORY	1	1.4	200	.4
CONTRIBUTORY	6	8.1	5,498	10.1
NOT SPECIFIED	32	43.2	30,868	56.7
TOTAL	74	100.0	54,402	100.0

SECTION VIII

PUBLIC ADMINISTRATION

(Includes provincial government, cities, towns, villages
counties and municipal districts.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	19	59.4	37,632	69.8
MARCH	13	40.6	35,560	65.9
JUNE	1	3.1	113	.2
DECEMBER	5	15.6	1,959	3.6
1987	2	6.3	750	1.4
DECEMBER	2	6.3	750	1.4
1988	11	34.4	15,570	28.9
JANUARY	4	12.5	7,800	14.5
MARCH	1	3.1	512	.9
DECEMBER	6	18.8	7,258	13.5
TOTAL	32	100.0	53,952	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	6.3	510	.9
CENSUS DIVISION NO. 1	1	3.1	330	.6
CENSUS DIVISION NO. 4	1	3.1	180	.3
LETHBRIDGE	1	3.1	450	.8
CENSUS DIVISION NO. 2	1	3.1	450	.8
CALGARY / DRUMHELLER	5	15.6	7,683	14.2
CENSUS DIVISION NO. 6	5	15.6	7,683	14.2
RED DEER / WAINWRIGHT	1	3.1	450	.8
CENSUS DIVISION NO. 8	1	3.1	450	.8
EDMONTON / LLOYDMIN.	9	28.1	9,521	17.6
CENSUS DIVISION NO. 11	9	28.1	9,521	17.6
PEACE RIVER	1	3.1	113	.2
CENSUS DIVISION NO. 15	1	3.1	113	.2
ATHABASCA	1	3.1	345	.6
CENSUS DIVISION NO. 12	1	3.1	345	.6
PROVINCE WIDE	12	37.5	34,880	64.7
TOTAL	32	100.0	53,952	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	6.3	510	.9
MEDICINE HAT	1	3.1	330	.6
REMAINDER	1	3.1	180	.3
LETHBRIDGE	1	3.1	450	.8
LETHBRIDGE	1	3.1	450	.8
CALGARY / DRUMHELLER	5	15.6	7,683	14.2
CALGARY	5	15.6	7,683	14.2
RED DEER / WAINWRIGHT	1	3.1	450	.8
RED DEER	1	3.1	450	.8
EDMONTON / LLOYDMIN.	9	28.1	9,521	17.6
EDMONTON	6	18.8	8,992	16.7
PARKLAND COUNTY NO 31	1	3.1	300	.6
ST ALBERT	1	3.1	110	.2
REMAINDER	1	3.1	119	.2
PEACE RIVER	1	3.1	113	.2
REMAINDER	1	3.1	113	.2
ATHABASCA	1	3.1	345	.6
FORT MCMURRAY	1	3.1	345	.6
PROVINCE WIDE	12	37.5	34,880	64.7
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 1 in the Definition at page viii.

**For explanation see Number 2 in the Definition at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	15	46.9	36,252	67.2
C. U. P. E.	10	31.3	9,493	17.6
EMPLOYEES ASSOCIATION	5	15.6	6,119	11.3
FIREFIGHTERS	2	6.3	2,088	3.9
TOTAL	32	100.0	53,952	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	14	43.8	35,740	66.2
ONE YEAR	3	9.4	1,329	2.5
BETWEEN ONE AND TWO YEARS	4	12.5	7,212	13.4
TWO YEARS	3	9.4	863	1.6
BETWEEN TWO AND THREE YEARS	4	12.5	4,252	7.9
THREE YEARS	4	12.5	4,556	8.4
TOTAL	32	100.0	53,952	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	4	12.5	522	1.0
200 - 499 EMPLOYEES	7	21.9	2,651	4.9
500 - 999 EMPLOYEES	4	12.5	2,854	5.3
1,000 OR MORE EMPLOYEES	17	53.1	47,925	88.8
TOTAL	32	100.0	53,952	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	18	56.3	21,269	39.4
OFFICE EMPLOYEES	3	9.4	19,611	36.3
NON-OFFICE AND OFFICE EMPLOYEES	8	25.0	10,800	20.0
OFFICE AND PROFESSIONAL EMPLOYEES	2	6.3	1,592	3.0
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	1	3.1	680	1.3
TOTAL	32	100.0	53,952	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	180	.3
UNION MEMBERSHIP	19	59.4	39,941	74.0
RACE, RELIGION, UNION MEMBERSHIP	1	3.1	300	.6
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.1	988	1.8
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	8	25.0	6,255	11.6
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	1	3.1	2,788	5.2
OTHER	1	3.1	3,500	6.5
TOTAL	32	100.0	53,952	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	2,088	3.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS	6	18.8	8,905	16.5
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	3.1	300	.6
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	21	65.6	38,709	71.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	2	6.3	3,950	7.3
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 3 in the Definition at page viii.

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	37.5	16,496	30.6
UNION SHOP	3	9.4	967	1.8
MODIFIED UNION SHOP	16	50.0	36,159	67.0
MAINTENANCE OF MEMBERSHIP	1	3.1	330	.6
TOTAL	32	100.0	53,952	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	28	87.5	49,381	91.5
DUES AND INITIATION FEES	2	6.3	795	1.5
DUES AND ASSESSMENTS	1	3.1	988	1.8
DUES, INITIATION FEES AND ASSESSMENTS	1	3.1	2,788	5.2
TOTAL	32	100.0	53,952	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	631	1.2
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	28	87.5	52,033	96.4
COMPULSORY FOR UNION MEMBERS	1	3.1	300	.6
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	3.1	988	1.8
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 4 in the Definition at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	2,098	3.9
180 CALENDAR DAYS	1	3.1	110	.2
90 WORKING DAYS/SHIFTS	1	3.1	300	.6
3 MONTHS	4	12.5	6,064	11.2
4 MONTHS	1	3.1	450	.8
6 MONTHS	10	31.3	24,475	45.4
12 MONTHS	6	18.8	10,993	20.4
15 MONTHS	1	3.1	1,100	2.0
VARIES BY OCCUPATION OR CLASSIFICATION	6	18.8	8,372	15.5
TOTAL	32	100.0	53,952	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	53.1	39,401	73.0
COMPANY	3	9.4	523	1.0
DEPARTMENT	6	18.8	9,293	17.2
JOB OR OCCUPATIONAL CLASSIFICATION	1	3.1	1,100	2.0
COMBINATION OF COMPANY AND DEPARTMENT	1	3.1	330	.6
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.1	2,100	3.9
NOT SPECIFIED	3	9.4	1,205	2.2
TOTAL	32	100.0	53,952	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.5	2,649	4.9
3 MONTHS	1	3.1	680	1.3
6 MONTHS	13	40.6	35,060	65.0
12 MONTHS	11	34.4	8,863	16.4
24 MONTHS	2	6.3	5,600	10.4
NO R52ERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	1	3.1	1,100	2.0
TOTAL	32	100.0	53,952	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	18.8	9,440	17.5
7 CALENDAR DAYS	1	3.1	2,788	5.2
14 CALENDAR DAYS	13	40.6	36,980	68.5
5 WORKING DAYS/SHIFTS	1	3.1	119	.2
10 WORKING DAYS/SHIFTS	1	3.1	113	.2
20 WORKING DAYS/SHIFTS	1	3.1	345	.6
30 WORKING DAYS/SHIFTS	3	9.4	1,642	3.0
2 WEEKS	3	9.4	1,785	3.3
12 WEEKS	1	3.1	180	.3
VARIES WITH LENGTH OF SERVICE	1	3.1	110	.2
OTHER	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	65.6	45,400	84.1
5 DAYS PAY	1	3.1	119	.2
7 DAYS PAY	1	3.1	2,788	5.2
10 DAYS PAY	3	9.4	2,725	5.1
15 DAYS PAY	1	3.1	680	1.3
20 DAYS PAY	1	3.1	345	.6
TWO WEEKS PAY	3	9.4	1,785	3.3
VARIES WITH LENGTH OF SERVICE	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	40.6	11,299	20.9
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	1	3.1	180	.3
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	18	56.3	42,473	78.7
TOTAL	32	100.0	53,952	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	53.1	38,367	71.1
5 CALENDAR DAYS	1	3.1	330	.6
7 CALENDAR DAYS	3	9.4	6,050	11.2
8 CALENDAR DAYS	2	6.3	3,143	5.8
10 CALENDAR DAYS	3	9.4	1,492	2.8
14 CALENDAR DAYS	1	3.1	1,100	2.0
5 WORKING DAYS/SHIFTS	4	12.5	3,360	6.2
7 WORKING DAYS/SHIFTS	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	43.8	36,048	66.8
PRIMARY FACTOR	2	6.3	631	1.2
SECONDARY FACTOR	14	43.8	16,063	29.8
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	6.3	1,210	2.2
TOTAL	32	100.0	53,952	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	40,758	75.5
SOLE FACTOR	1	3.1	3,500	6.5
PRIMARY FACTOR	4	12.5	2,181	4.0
SECONDARY FACTOR	8	25.0	7,513	13.9
TOTAL	32	100.0	53,952	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	8	25.0	11,018	20.4
PRIMARY FACTOR	21	65.6	42,044	77.9
SECONDARY FACTOR	1	3.1	330	.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	6.3	560	1.0
TOTAL	32	100.0	53,952	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	14	43.8	35,740	66.2
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	14	43.8	10,412	19.3
UNION ONLY	1	3.1	1,100	2.0
EMPLOYEE OR UNION REPRESENTATIVE	3	9.4	6,700	12.4
TOTAL	32	100.0	53,952	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	34.4	13,202	24.5
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	18	56.3	39,678	73.5
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	3.1	512	.9
OTHER	2	6.3	560	1.0
TOTAL	32	100.0	53,952	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	1	3.1	113	.2
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	9	28.1	5,359	9.9
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	22	68.8	48,480	89.9
TOTAL	32	100.0	53,952	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	119	.2
FOUR DAYS A WEEK	2	6.3	3,143	5.8
FIVE DAYS A WEEK	26	81.3	47,922	88.8
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.3	2,088	3.9
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	3.1	680	1.3
TOTAL	32	100.0	53,952	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-1/4 HOURS	4	12.5	9,219	17.1
7-1/2 HOURS	1	3.1	2,452	4.5
7-3/4 HOURS	4	12.5	4,379	8.1
8 HOURS	6	18.8	7,223	13.4
9-1/2 HOURS	2	6.3	3,143	5.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	40.6	26,511	49.1
NOT SPECIFIED	2	6.3	1,025	1.9
TOTAL	32	100.0	53,952	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
35 HOURS	1	3.1	2,452	4.5
36-1/4 HOURS	5	15.6	9,899	18.3
38 HOURS	2	6.3	3,143	5.8
38-3/4 HOURS	4	12.5	4,379	8.1
40 HOURS	9	28.1	8,787	16.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	34.4	25,292	46.9
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 5 in the Definition at page ix.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	62.5	41,386	76.7
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	3	9.4	2,530	4.7
MEAL PERIOD PAID ON OVERTIME WORK	6	18.8	9,157	17.0
2ND AND 3RD SHIFTS	1	3.1	113	.2
2ND AND 3RD SHIFT AND OVERTIME	1	3.1	345	.6
OTHER	1	3.1	421	.8
TOTAL	32	100.0	53,952	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	37.5	11,367	21.1
PROVISION FOR COMPRESSED WORK-WEEK	4	12.5	2,668	4.9
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	16	50.0	39,917	74.0
TOTAL	32	100.0	53,952	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	1	3.1	300	.6
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	3	9.4	3,011	5.6
DOUBLE TIME	5	15.6	1,348	2.5
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	12	37.5	32,686	60.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	25.0	11,333	21.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.3	1,774	3.3
OTHER	1	3.1	3,500	6.5
TOTAL	32	100.0	53,952	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	56.3	37,975	70.4
TIME AND ONE-HALF	1	3.1	300	.6
DOUBLE TIME	4	12.5	1,235	2.3
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	3.1	674	1.2
1.50 TIME OFF OR PAY AT 1.50 TIME	2	6.3	3,623	6.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	12.5	5,326	9.9
OTHER	2	6.3	4,819	8.9
TOTAL	32	100.0	53,952	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	53,202	98.6
TIME AND ONE-HALF	1	3.1	300	.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	53,202	98.6
DOUBLE TIME	1	3.1	300	.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	5,414	10.0
TIME AND ONE-HALF	1	3.1	2,380	4.4
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	3.1	512	.9
DOUBLE TIME	4	12.5	1,993	3.7
1.50 TIME OFF OR PAY AT 1.50 TIME	1	3.1	180	.3
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 7 1/4 HOURS	1	3.1	680	1.3
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	31.3	31,826	59.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	15.6	6,793	12.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	674	1.2
OTHER	1	3.1	3,500	6.5
TOTAL	32	100.0	53,952	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	5,414	10.0
DOUBLE TIME	6	18.8	4,885	9.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	17	53.1	39,479	73.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	674	1.2
OTHER	1	3.1	3,500	6.5
TOTAL	32	100.0	53,952	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	52,327	97.0
$ 3.30 PER MEAL PAID OR SUPPLIED AFTER 3 HOURS OF OVERTIME	1	3.1	1,100	2.0
AMOUNT NOT SPECIFIED, PAID AFTER 4 HOURS OF OVERTIME	1	3.1	345	.6
OTHER	1	3.1	180	.3
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 6 in the Definition at page ix.

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	78.1	46,697	86.6
PROVISION EXISTS	7	21.9	7,255	13.4
TOTAL	32	100.0	53,952	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	78.1	43,902	81.4
AMOUNT PER HOUR				
$.25	1	3.1	512	.9
$.40	1	3.1	113	.2
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	3,500	6.5
OTHER	4	12.5	5,925	11.0
TOTAL	32	100.0	53,952	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	78.1	43,902	81.4
AMOUNT PER HOUR				
$.25	1	3.1	512	.9
$.40	1	3.1	113	.2
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	3,500	6.5
OTHER	4	12.5	5,925	11.0
TOTAL	32	100.0	53,952	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	9.4	1,960	3.6
AMOUNT PER HOUR				
$.15	1	3.1	450	.8
$.28	1	3.1	674	1.2
$.30	2	6.3	419	.8
$.35	2	6.3	3,830	7.1
$.40	6	18.8	8,908	16.5
$.45	3	9.4	2,198	4.1
$.50	5	15.6	21,577	40.0
$.75	8	25.0	13,486	25.0
PER CENT OF WAGES				
6.0 PER CENT	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	4,279	7.9
AMOUNT PER HOUR				
$.15	1	3.1	1,100	2.0
$.25	1	3.1	450	.8
$.30	1	3.1	300	.6
$.31	1	3.1	674	1.2
$.35	2	6.3	3,830	7.1
$.40	4	12.5	5,020	9.3
$.45	4	12.5	3,298	6.1
$.50	4	12.5	21,232	39.4
$.75	8	25.0	13,319	24.7
PER CENT OF WAGES				
6.0 PER CENT	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	53,597	99.3
AMOUNT PER HOUR				
$.30	1	3.1	355	.7
TOTAL	32	100.0	53,952	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	56.3	16,141	29.9
AMOUNT PER HOUR $.40	2	6.3	3,830	7.1
FLAT AMOUNT PER SHIFT $ 5.90 PER SHIFT	11	34.4	31,881	59.1
OTHER	1	3.1	2,100	3.9
TOTAL	32	100.0	53,952	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	56.3	14,799	27.4
AMOUNT PER HOUR				
$.40	1	3.1	3,500	6.5
$.50	1	3.1	2,805	5.2
FLAT AMOUNT PER SHIFT $ 5.90 PER SHIFT	1	3.1	1,196	2.2
OTHER	11	34.4	31,652	58.7
TOTAL	32	100.0	53,952	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	49,337	91.4
AMOUNT PER HOUR $.40	1	3.1	2,100	3.9
FLAT AMOUNT PER SHIFT				
$ 8.50 PER SHIFT	1	3.1	1,319	2.4
$25.00 PER SHIFT	1	3.1	1,196	2.2
TOTAL	32	100.0	53,952	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	9,875	18.3
PROVISION EXISTS	24	75.0	44,077	81.7
TOTAL	32	100.0	53,952	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	11,275	20.9
3.0 HOURS OF WORK OR PAY	15	46.9	35,691	66.2
4.0 HOURS OF WORK OR PAY	1	3.1	345	.6
VARIES DEPENDING ON WORK OR NOT	7	21.9	6,531	12.1
OTHER	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	3.1	110	.2
DOUBLE TIME	12	37.5	14,971	27.7
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	3.1	1,100	2.0
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.1	2,380	4.4
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.1	1,100	2.0
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	14	43.8	33,872	62.8
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.1	119	.2
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	3.1	300	.6
TOTAL	32	100.0	53,952	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	52,707	97.7
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	2	6.3	795	1.5
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	443	.8
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	6	18.8	4,747	8.8
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	23	71.9	46,662	86.5
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	1	3.1	2,100	3.9
TOTAL	32	100.0	53,952	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	7,138	13.2
2 PERIODS, 10 MINUTES EACH	1	3.1	300	.6
2 PERIODS, 15 MINUTES EACH	23	71.9	40,919	75.8
2 PERIODS, 20 MINUTES EACH	2	6.3	3,143	5.8
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	3.1	2,452	4.5
TOTAL	32	100.0	53,952	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	51,507	95.5
1 PERIOD 5 MINUTES EACH	1	3.1	345	.6
2 PERIODS, 10 MINUTES EACH	1	3.1	2,100	3.9
TOTAL	32	100.0	53,952	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	2	6.3	2,550	4.7
11 FULL HOLIDAYS	7	21.9	3,627	6.7
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	7	21.9	11,745	21.8
12 FULL HOLIDAYS	13	40.6	34,898	64.7
13 FULL HOLIDAYS	1	3.1	345	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	113	.2
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	3.1	674	1.2
TOTAL	32	100.0	53,952	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	75.0	46,019	85.3
30 CALENDAR DAYS	5	15.6	6,808	12.6
30 WORKING DAYS	2	6.3	780	1.4
1 MONTH	1	3.1	345	.6
TOTAL	32	100.0	53,952	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	50.0	37,816	70.1
DAY BEFORE AND AFTER HOLIDAY	15	46.9	15,686	29.1
DAY BEFORE OR AFTER HOLIDAY	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	49,269	91.3
PROVISION EXISTS	4	12.5	4,683	8.7
TOTAL	32	100.0	53,952	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	78.1	48,219	89.4
PRECEDING FRIDAY OFF WITH PAY	1	3.1	330	.6
FOLLOWING MONDAY OFF WITH PAY	2	6.3	1,550	2.9
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.1	113	.2
ANOTHER DAY OFF WITH PAY	3	9.4	3,740	6.9
TOTAL	32	100.0	53,952	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	78.1	48,219	89.4
FOLLOWING MONDAY OFF WITH PAY	3	9.4	1,880	3.5
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.1	113	.2
ANOTHER DAY OFF WITH PAY	3	9.4	3,740	6.9
TOTAL	32	100.0	53,952	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	9.4	5,002	9.3
EXTRA DAYS VACATION WITH PAY	23	71.9	39,361	73.0
EXTRA DAYS PAY	1	3.1	988	1.8
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	5	15.6	8,601	15.9
TOTAL	32	100.0	53,952	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	8,033	14.9
EXTRA DAY OFF WITH PAY	18	56.3	38,893	72.1
EXTRA DAYS PAY	1	3.1	330	.6
EXTRA DAY OFF OR EXTRA DAYS PAY	8	25.0	6,696	12.4
TOTAL	32	100.0	53,952	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	229	.4
DOUBLE TIME PLUS HOLIDAY PAY	9	28.1	7,583	14.1
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	3.1	988	1.8
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	3.1	680	1.3
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.1	512	.9
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	3.1	180	.3
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	12	37.5	34,880	64.7
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	3	9.4	4,300	8.0
OTHER	2	6.3	4,600	8.5
TOTAL	32	100.0	53,952	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	7,121	13.2
SIX MONTHS BUT LESS THAN ONE YEAR	16	50.0	36,729	68.1
1 YEAR	5	15.6	4,552	8.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	9.4	4,450	8.2
OTHER	1	3.1	1,100	2.0
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	2,100	3.9
1 YEAR	21	65.6	42,220	78.3
2 YEARS	4	12.5	5,940	11.0
3 YEARS	4	12.5	2,030	3.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.3	1,662	3.1
TOTAL	32	100.0	53,952	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	2,100	3.9
5 YEARS	1	3.1	345	.6
7 YEARS	3	9.4	553	1.0
8 YEARS	19	59.4	45,218	83.8
9 YEARS	4	12.5	3,307	6.1
10 YEARS	3	9.4	1,755	3.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	674	1.2
TOTAL	32	100.0	53,952	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	2,400	4.4
10 YEARS	1	3.1	345	.6
14 YEARS	1	3.1	330	.6
17 YEARS	2	6.3	223	.4
18 YEARS	17	53.1	39,647	73.5
19 YEARS	4	12.5	3,638	6.7
20 YEARS	4	12.5	6,695	12.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	674	1.2
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	38,320	71.0
15 YEARS	1	3.1	345	.6
23 YEARS	1	3.1	330	.6
24 YEARS	2	6.3	3,950	7.3
25 YEARS	6	18.8	8,783	16.3
26 YEARS	1	3.1	1,100	2.0
30 YEARS	1	3.1	450	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	674	1.2
TOTAL	32	100.0	53,952	100.0

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	2,100	3.9
FOUR WEEKS	1	3.1	300	.6
FIVE WEEKS	17	53.1	35,920	66.6
SIX WEEKS	11	34.4	13,970	25.9
SEVEN WEEKS	1	3.1	988	1.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	674	1.2
TOTAL	32	100.0	53,952	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	53,607	99.4
PROVISION EXISTS	1	3.1	345	.6
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 7 in the Definition at page ix.

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)*

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	13,031	24.2
CASUAL ILLNESS LEAVE	4	12.5	2,975	5.5
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	20	62.5	37,946	70.3
TOTAL	32	100.0	53,952	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	43.8	17,255	32.0
1 MONTHS	13	40.6	35,225	65.3
3 MONTHS	2	6.3	799	1.5
4 MONTHS	1	3.1	450	.8
6 MONTHS	2	6.3	223	.4
TOTAL	32	100.0	53,952	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	31.3	15,933	29.5
5 DAYS	1	3.1	680	1.3
9 DAYS	1	3.1	450	.8
10 DAYS	12	37.5	34,880	64.7
12 DAYS	1	3.1	180	.3
18 DAYS	5	15.6	1,198	2.2
VARIES WITH LENGTH OF SERVICE	2	6.3	631	1.2
TOTAL	32	100.0	53,952	100.0

*For explanaton see Number 8 in the Definition at page ix.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	37.5	16,564	30.7
60 - 89 DAYS	3	9.4	1,310	2.4
90 - 119 DAYS	12	37.5	34,880	64.7
120 - 149 DAYS	3	9.4	568	1.1
180 - 209 DAYS	2	6.3	630	1.2
TOTAL	32	100.0	53,952	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	53,542	99.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	1	3.1	300	.6
50.0 PER CENT	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 8 in the Definition at page ix.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	53,542	99.2
45 DAYS	1	3.1	300	.6
60 DAYS	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	53,842	99.8
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 50.0 PER CENT	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	53,842	99.8
60 DAYS	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	16,620	30.8
PROVISION EXISTS	13	40.6	37,332	69.2
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 8 in the Definition at page ix.

**For explanation see Number 9 in the Definition at page ix.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	31.3	9,308	17.3
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	21	65.6	43,964	81.5
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	3.1	680	1.3
TOTAL	32	100.0	53,952	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	34.4	9,758	18.1
4 MONTHS	13	40.6	35,060	65.0
24 MONTHS	1	3.1	330	.6
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	2	6.3	4,600	8.5
NOT SPECIFIED	3	9.4	3,012	5.6
OTHER	2	6.3	1,192	2.2
TOTAL	32	100.0	53,952	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.5	4,413	8.2
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	27	84.4	48,439	89.8
NOT SPECIFIED	1	3.1	1,100	2.0
TOTAL	32	100.0	53,952	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	9.4	4,300	8.0
IMMEDIATE FAMILY ONLY 4.0 DAYS	2	6.3	3,440	6.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.1	1,100	2.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	6.3	449	.8
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.1	355	.7
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.1	680	1.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND .5 DAYS FOR ADD TRAVEL TIME	1	3.1	3,500	6.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	3.1	300	.6
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 3.0 DAYS FOR ADD TRAVEL TIME	1	3.1	110	.2
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	17	53.1	36,585	67.8
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.1	345	.6
NOT SPECIFIED	1	3.1	2,788	5.2
TOTAL	32	100.0	53,952	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	6,037	11.2
3 MONTHS	2	6.3	4,600	8.5
6 MONTHS	5	15.6	6,158	11.4
12 MONTHS	18	56.3	37,157	68.9
TOTAL	32	100.0	53,952	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	18.8	5,707	10.6
18 WEEKS	1	3.1	110	.2
24 WEEKS	24	75.0	47,685	88.4
40 WEEKS	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	68.8	42,072	78.0
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	10	31.3	11,880	22.0
TOTAL	32	100.0	53,952	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	28.1	7,012	13.0
MATERNITY LEAVE PLAN EXISTS	23	71.9	46,940	87.0
TOTAL	32	100.0	53,952	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	68.8	42,766	79.3
PROVISION EXISTS	10	31.3	11,186	20.7
TOTAL	32	100.0	53,952	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.5	4,307	8.0
PROVISION EXISTS	28	87.5	49,645	92.0
TOTAL	32	100.0	53,952	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	18.8	5,843	10.8
PATERNITY	5	15.6	7,033	13.0
CITIZENSHIP	1	3.1	3,500	6.5
PATERNITY AND MOVING	1	3.1	450	.8
PATERNITY AND FAMILY ILLNESS	2	6.3	464	.9
MOVING AND FAMILY ILLNESS	1	3.1	680	1.3
PATERNITY, MOVING AND CITIZENSHIP	1	3.1	180	.3
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	3.1	512	.9
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	12	37.5	34,880	64.7
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	3.1	300	.6
OTHER	1	3.1	110	.2
TOTAL	32	100.0	53,952	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	40.6	12,057	22.3
LEAVE WITHOUT PAY	11	34.4	34,206	63.4
LEAVE WITH PARTIAL PAY	1	3.1	674	1.2
LEAVE WITH FULL PAY	6	18.8	6,335	11.7
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	3.1	680	1.3
TOTAL	32	100.0	53,952	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	28.1	10,132	18.8
GRIEVANCE PAY ONLY	20	62.5	42,905	79.5
GRIEVANCE AND ARBITRATION PAY	3	9.4	915	1.7
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 10 in the Definition at page ix.

TABLE 96 NEGOTIATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	75.0	47,783	88.6
PROVISION EXISTS	8	25.0	6,169	11.4
TOTAL	32	100.0	53,952	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	31.3	10,180	18.9
PROVISION EXISTS	22	68.8	43,772	81.1
TOTAL	32	100.0	53,952	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	50.0	15,706	29.1
PROVISION EXISTS	16	50.0	38,246	70.9
TOTAL	32	100.0	53,952	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	7,650	14.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	22	68.8	41,762	77.4
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	3	9.4	4,540	8.4
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 11 in the Definition at page ix.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	53.1	30,225	56.0
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	6.3	2,088	3.9
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	12	37.5	20,539	38.1
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	3.1	1,100	2.0
TOTAL	32	100.0	53,952	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	9,468	17.5
SUPPLIED AT NO COST TO EMPLOYEES	22	68.8	43,029	79.8
EMPLOYER MAKES A MONETARY ALLOWANCE	2	6.3	1,455	2.7
TOTAL	32	100.0	53,952	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	53.1	34,692	64.3
MAINTAINED AT NO COST TO EMPLOYEES	10	31.3	13,776	25.5
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	5	15.6	5,484	10.2
TOTAL	32	100.0	53,952	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	68.8	44,311	82.1
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	6.3	525	1.0
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	3.1	2,805	5.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	7	21.9	6,311	11.7
TOTAL	32	100.0	53,952	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	53.1	17,882	33.1
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	13	40.6	35,560	65.9
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	3.1	180	.3
OTHER	1	3.1	330	.6
TOTAL	32	100.0	53,952	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	49,448	91.7
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	3	9.4	4,504	8.3
TOTAL	32	100.0	53,952	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	48,392	89.7
OTHER	5	15.6	5,560	10.3
TOTAL	32	100.0	53,952	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	47,519	88.1
PROVISION EXISTS	6	18.8	6,433	11.9
TOTAL	32	100.0	53,952	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	51,852	96.1
ONE TO TWO	1	3.1	2,100	3.9
TOTAL	32	100.0	53,952	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	40,712	75.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	13	40.6	13,240	24.5
TOTAL	32	100.0	53,952	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	50,304	93.2
SEVERANCE PAY PLAN	2	6.3	860	1.6
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	1	3.1	2,788	5.2
TOTAL	32	100.0	53,952	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 12 in the Definition at page ix.

**For explanation see Number 13 in the Definition at page x.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	49,352	91.5
PROVISION EXISTS	2	6.3	4,600	8.5
TOTAL	32	100.0	53,952	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	52,827	97.9
PROVISION EXISTS	3	9.4	1,125	2.1
TOTAL	32	100.0	53,952	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	47,334	87.7
PROVISION EXISTS	6	18.8	6,618	12.3
TOTAL	32	100.0	53,952	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	45,462	84.3
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.1	345	.6
NOT SPECIFIED	5	15.6	8,145	15.1
TOTAL	32	100.0	53,952	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	48,012	89.0
PROVISION EXISTS	4	12.5	5,940	11.0
TOTAL	32	100.0	53,952	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	78.1	43,612	80.8
PROVISION EXISTS	7	21.9	10,340	19.2
TOTAL	32	100.0	53,952	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	48,712	90.3
PROVISION EXISTS	2	6.3	5,240	9.7
TOTAL	32	100.0	53,952	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	50,819	94.2
PROVISION EXISTS	2	6.3	3,133	5.8
TOTAL	32	100.0	53,952	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	50,819	94.2
PROVISION EXISTS	2	6.3	3,133	5.8
TOTAL	32	100.0	53,952	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	53,607	99.4
PROVISION EXISTS	1	3.1	345	.6
TOTAL	32	100.0	53,952	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	53,952	100.0
TOTAL	32	100.0	53,952	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	18.8	6,275	11.6
FORMAL JOB EVALUATION PLAN	5	15.6	4,439	8.2
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	19	59.4	42,678	79.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	2	6.3	560	1.0
TOTAL	32	100.0	53,952	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	46.9	13,557	25.1
PROVISION EXISTS	17	53.1	40,395	74.9
TOTAL	32	100.0	53,952	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	49,934	92.6
PROVISION FOR EQUAL PAY FOR EQUAL WORK	3	9.4	1,230	2.3
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	3.1	2,788	5.2
TOTAL	32	100.0	53,952	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	47,577	88.2
AUTOMATIC MONTHLY ADJUSTMENTS	1	3.1	450	.8
AUTOMATIC ANNUAL ADJUSTMENTS	2	6.3	5,240	9.7
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	3.1	330	.6
OTHER	1	3.1	355	.7
TOTAL	32	100.0	53,952	100.0

TABLE 133

AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	47,577	88.2
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	2	6.3	5,240	9.7
OTHER	3	9.4	1,135	2.1
TOTAL	32	100.0	53,952	100.0

TABLE 134

ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	75.0	44,539	82.6
CONTINUOUS SERVICE BONUS ONLY	7	21.9	9,113	16.9
ATTENDANCE AND CONTINUOUS SERVICE BONUS	1	3.1	300	.6
TOTAL	32	100.0	53,952	100.0

TABLE 135

EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF FREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	10,883	20.2
33.3 PER CENT	1	3.1	300	.6
50.0 PER CENT	17	53.1	40,852	75.7
70.0 PER CENT	2	6.3	675	1.3
75.0 PER CENT	2	6.3	223	.4
100.0 PER CENT	2	6.3	569	1.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	450	.8
TOTAL	32	100.0	53,952	100.0

TABLE 136

SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	10,883	20.2
DENTAL CARE PLAN ONLY	22	68.8	38,139	70.7
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	3.1	3,500	6.5
COMBINATION OF THREE PLANS	2	6.3	1,430	2.7
TOTAL	32	100.0	53,952	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	49,053	90.9
PROVISION EXISTS	4	12.5	4,899	9.1
TOTAL	32	100.0	53,952	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	9,531	17.7
50.0 PER CENT	1	3.1	3,500	6.5
60.0 PER CENT	1	3.1	450	.8
63.0 PER CENT	1	3.1	680	1.3
66.6 PER CENT	14	43.8	35,572	65.9
70.0 PER CENT	1	3.1	345	.6
75.0 PER CENT	2	6.3	223	.4
80.0 PER CENT	1	3.1	300	.6
100.0 PER CENT	2	6.3	449	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	450	.8
NOT SPECIFIED	1	3.1	2,452	4.5
TOTAL	32	100.0	53,952	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	8,611	16.0
VARIES WITH INCOME OR JOB CLASSIFICATION	19	59.4	40,700	75.4
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	3.1	1,100	2.0
NOT SPECIFIED	4	12.5	3,029	5.6
OTHER	1	3.1	512	.9
TOTAL	32	100.0	53,952	100.0

*For explanation see Number 14 in the Definition at page x.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	34.4	14,050	26.0
66.6 PER CENT	13	40.6	35,392	65.6
75.0 PER CENT	2	6.3	223	.4
80.0 PER CENT	1	3.1	300	.6
100.0 PER CENT	2	6.3	799	1.5
NOT SPECIFIED	3	9.4	3,188	5.9
TOTAL	32	100.0	53,952	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	34.4	14,050	26.0
VARIES WITH INCOME OR JOB CLASSIFICATION	18	56.3	39,158	72.6
NOT SPECIFIED	2	6.3	232	.4
OTHER	1	3.1	512	.9
TOTAL	32	100.0	53,952	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	46,105	85.5
70.0 PER CENT	1	3.1	345	.6
75.0 PER CENT	2	6.3	4,600	8.5
100.0 PER CENT	1	3.1	450	.8
NOT SPECIFIED	1	3.1	2,452	4.5
TOTAL	32	100.0	53,952	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	46,105	85.5
EXPRESSED AS PERCENT OF WAGES	1	3.1	450	.8
VARIES WITH INCOME OR JOB CLASSIFICATION	1	3.1	1,100	2.0
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.1	3,500	6.5
NOT SPECIFIED	2	6.3	2,797	5.2
TOTAL	32	100.0	53,952	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	46,105	85.5
26 WEEKS	1	3.1	450	.8
VARIES WITH LENGTH OF SERVICE	2	6.3	4,600	8.5
NOT SPECIFIED	2	6.3	2,797	5.2
TOTAL	32	100.0	53,952	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	8,993	16.7
PROVISION EXISTS	25	78.1	44,959	83.3
TOTAL	32	100.0	53,952	100.0

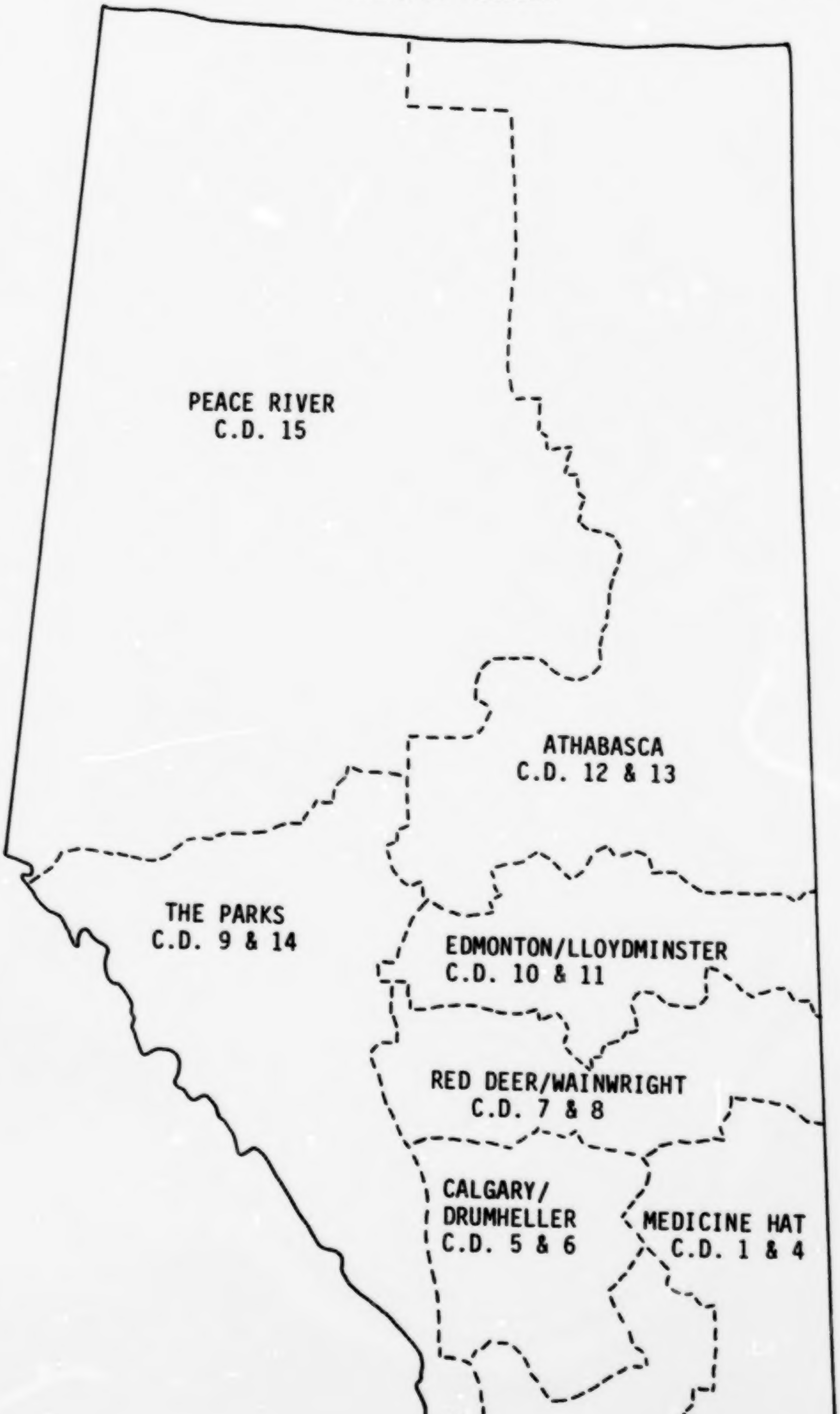
TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	50.0	13,841	25.7
100.0 PER CENT	12	37.5	34,880	64.7
NOT SPECIFIED	4	12.5	5,231	9.7
TOTAL	32	100.0	53,952	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	65.6	42,174	78.2
NON-CONTRIBUTORY	1	3.1	988	1.8
CONTRIBUTORY	5	15.6	2,943	5.5
NOT SPECIFIED	5	15.6	7,847	14.5
TOTAL	32	100.0	53,952	100.0

ECONOMIC REGIONS


PEACE RIVER
C.D. 15
ATHABASCA
C.D. 12 & 13
THE PARKS
C.D. 9 & 14
EDMONTON/LLOYDMINSTER
C.D. 10 & 11
RED DEER/WAINWRIGHT
C.D. 7 & 8
CALGARY/
DRUMHELLER
C.D. 5 & 6
MEDICINE HAT
C.D. 1 & 4
LETHBRIDGE
C.D. 2 & 3

APPENDIX II

List of Collective Agreements Included in the Report By Industry

MINING

CARDINAL RIVER COALS LTD	LUSCAR	MINE WORKERS
GREGG RIVER RESOURCES LTD	GREGG RIVER	OPERATING ENGINEERS
LUSCAR STERCO (1977) LTD	COAL VALLEY & EDSON	OPERATING ENGINEERS
MANALTA COAL LTD	WABAMUN AND SUNDANCE	C.L.C. DIRECTLY CHARTERED
SHELL CANADA LIMITED WATERTON GAS PLANT	PINCHER CREEK	ENERGY & CHEMICAL WORKERS
SMOKY RIVER COAL LTD	GRANDE CACHE	STEELWORKERS
SUNCOR INC. RESOURCES GP(OIL SANDS DIV)	FORT MCMURRAY	OIL WORKERS, MCMURRAY INDEP.
TARSANDS OVERBURDEN CONTRACTORS ASSOC.	EDMONTON	OPERATING ENGINEERS

MANUFACTURING

ALPHA MILK COMPANY FLUID MILK DIV	INTER-CITY	TEAMSTERS
ATCO COMPANIES	CALGARY	CARPENTERS
BRITISH COLUMBIA FOREST PRO (SAWMILL)	GRANDE CACHE	WOODWORKERS
BUILDING PRODUCTS OF CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
BURNS MEATS LTD (CANADIAN DRES. MEATS)	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
C E NATCO LTD	CALGARY	BOILERMAKERS
CANADA CEMENT LAFARGE LTD	EXSHAW	BOILERMAKERS
CANADA PACKERS	RED DEER	UNITED FOOD & COMM. WORKERS
CANADA PACKERS	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CANADA PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA PACKERS POULTRY	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADIAN FOREST PRODUCTS LTD	HIGH LEVEL	WOODWORKERS
CANADIAN OCCIDENTAL PETROLEUM LTD	BALZAC	ENERGY & CHEMICAL WORKERS
CANBRA FOODS LTD	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CARLING O'KEEFE BREWERIES OF CANADA LTD	CALGARY	RETAIL WHOLESALE UNION
CDN FOREST PRODUCTS (G.P. LUMBER)	GRANDE PRAIRIE	NORTH CDN FOREST EMPL ASSOC
CDN FOREST PRODUCTS (G.P. PLYWOOD)	GRANDE PRAIRIE	WOODWORKERS
CDN FOREST PRODUCTS (HINES CREEK LUM)	HINES CREEK	WOODWORKERS
CELANESE CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
CENTENNIAL PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CHAMPION FOREST PRODUCTS (ALBERTA) LTD.	HINTON	CANADIAN PAPERWORKERS
CIL INC	EDMONTON	ENERGY & CHEMICAL WORKERS
COMINCO LTD	CALGARY	MULTI-UNION
CONSOLIDATED CONCRETE LIMITED	EDMONTON	OPERATING ENGINEERS
CUSTOM STRUCTURES	SPRUCE GROVE	CARPENTERS
DOMGLAS INC.	REDCLIFF	GLASSWORKERS
DOMINION BRIDGE-ALBERTA UNIT OF AMCA	CALGARY	STEELWORKERS
DOMTAR CHEMICALS GROUP(WOOD PRESERVING)	EDMONTON	TEAMSTERS
DVORKIN MEAT PACKERS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
EDMONTON GRAPHIC INDUSTRIES ASSOCIATION	EDMONTON	GRAPHIC COMMUNICATIONS
EMPRESS FOODS LTD	TABER	OPERATING ENGINEERS
EXCHANGER INDUSTRIES LTD	CALGARY	BOILERMAKERS
FIBERGLAS CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
FLETCHER'S (ALBERTA) LIMITED	RED DEER	UNITED FOOD & COMM. WORKERS
GAINERS LIMITED (RED MEAT)	EDMONTON	UNITED FOOD & COMM. WORKERS
GENSTAR CEMENT LTD	EDMONTON & CADOMIN	BOILERMAKERS
GENSTAR STRUCTURES LTD	CALGARY	IRON WORKERS

GOODYEAR CANADA INC	MEDICINE HAT	RUBBER WORKERS
GREAT NORTHERN APPAREL INC	EDMONTON	GARMENT WORKERS
I-XL INDUSTRIES LTD	MEDICINE HAT RED CLIFF	GLASSWORKERS
IKO INDUSTRIES LIMITED	CALGARY	ENERGY & CHEMICAL WORKERS
INTERPROVINCIAL STEEL & PIPE CORP	RED DEER	IRON WORKERS
IPSCO INC	CALGARY	STEELWORKERS
IPSCO LTD	EDMONTON	STEELWORKERS
LABATT'S ALBERTA BREWERY	EDMONTON	RETAIL WHOLESALE UNION
LILYDALE CO-OPERATIVE LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
LILYDALE CO-OPERATIVE LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
LUCERNE FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
MCCOY BROS LTD	EDMONTON	MCCOY BROS EMPL ASSOC
MCGAVIN TOASTMASTER LIMITED	EDMONTON	BAKERY WORKERS
MONTAGNE MEATS-DIV ALTA BEEF PROCESS	CALGARY	MONTAGNE MEATS EMPLOYEE ASSOCI
NORTHERN ALTA DAIRY POOL (COUNTRY BR)	PROVINCE-WIDE	ALTA BRHD DAIRY EMPLOYEES
NORTHERN ALTA DAIRY POOL (EDM)	EDMONTON	ALTA BRHD DAIRY EMPLOYEES
NORTHERN STEEL GROUP LTD PARTNERSHIP	EDMONTON	IRON WORKERS
NORTHWEST INDUSTRIES LIMITED	EDMONTON	MACHINISTS
OLD DUTCH FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
PALM DAIRIES LTD	INTERCITY	TEAMSTERS
PALM DAIRIES LTD	EDMONTON	TEAMSTERS
PELICAN SPRUCE MILLS LTD	EDSON	PELICAN SPRUCE MILLS EMPLOYEE
PETRO-CANADA (DIST/MRKT WHSE/GARAGE)	EDMONTON	PETRO-CANADA INC EMPL ORG, EDM
PETRO-CANADA PRODUCTS COMPANY	EDMONTON	ENERGY & CHEMICAL WORKERS
PINECREST FOODS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
PROCOR LTD-SULPHUR SERVICES DIV	CALGARY	ENERGY & CHEMICAL WORKERS
PRUDENTIAL STEEL & CARDINAL TUBE CTNGS	CALGARY	STEELWORKERS
SHERRITT GORDON MINES LTD	FORT SASKATCHEWAN	ENERGY & CHEMICAL WORKERS
SICKS' LETHBRIDGE BREWERY LIMITED	LETHBRIDGE	BREWERY WORKERS
ST REGIS (ALBERTA) LIMITED	HINTON	WOODWORKERS
STEEL COMPANY OF CANADA LIMITED (STEEL)	EDMONTON	STEELWORKERS
STEEL COMPANY OF CANADA LIMITED(FINISH)	EDMONTON	STEELWORKERS
TRAVELAIRE TRAILER CANADA LTD	RED DEER	WOODWORKERS
WESTERN CANADA STEEL CALGARY DIVISION	CALGARY	STEELWORKERS
WESTERN CO-OPERATIVE FERTILIZERS LTD	CALGARY	ENERGY & CHEMICAL WORKERS
WESTERN ROCK BIT COMPANY LIMITED	CALGARY	WESTERN ROCK BIT EMPL ASSOC
WHITE STAG/PARKER SPORTSWEAR	EDMONTON	LADIES' GARMENT WORKERS

XL BEEF-DIV ALBERTA BEEF PROCESSORS	CALGARY	XL BEEF EMPL ASSOC
ZEIDLER FOREST INDUSTRIES LTD	EDMONTON	WOODWORKERS

CONSTRUCTION

ALBERTA CRANE OWNERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
ALBERTA ROADBUILDERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
BOILERMAKERS CONTRACTORS ASSOCIATION	PROVINCE-WIDE	BOILERMAKERS
CLR-BRICKLAYERS TRADE DIV	PROVINCE-WIDE	BRICKLAYERS
CLR-IRONWORKERS (REINFORCING) TRADE DV	PROVINCE-WIDE	IRON WORKERS
CLR-IRONWORKERS (STRUCTURAL) TRADE DIV	PROVINCE-WIDE	IRON WORKERS
CLR-SHEET METAL TRADE DIV	PROVINCE-WIDE	SHEET METAL WORKERS
CLR-SHEETERS,CLADDERS & DECKERS DIV	PROVINCE-WIDE	SHEET METAL WORKERS
EDMONTON PAINTING CONTRACTORS	INTERCITY	PAINTERS & GLAZIERS
ELECTRICAL CONTRACTORS ASSOC OF ALTA	PROVINCE-WIDE	ELECTRICAL WORKERS
FOSTER WHEELER LTD (MAIN. SUNCOR)	TAR ISLAND	MULTI-UNION
GLAZIERS CALGARY (JOB SITE)	CALGARY	PAINTERS & GLAZIERS
GLAZIERS EDMONTON (JOB SITE)	EDMONTON	PAINTERS & GLAZIERS
MAINTENANCE AGREEMENT - S. ALTA	INTER-CITY	CARPENTERS
MARBLE TILE AND TERRAZZO CONTRACTORS	INTERCITY	BRICKLAYERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	LABOURERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	PLUMBERS
SIDEWALK&CURBS CONTRACTORS MASTER	CALGARY	LABOURERS
SPARROW ELECTRIC CO LTD	INTERCITY	SPARROW ELECT EMPL ASSOC
STEARNS CATALYTIC-DOW CHEM MAINTENANCE	FORT SASKATCHEWAN	MULTI-UNION
STEARNS CATALYTIC-SUNCOR INC	TAR ISLAND	MULTI-UNION
STEARNS CATALYTIC-SYNCRUDE	MILDRED LAKE	MULTI-UNION
SYNCRUDE MAINTENANCE MASTER	EDMONTON	LABOURERS

TRANSPORTATION, COMMUNICATION AND UTILITIES

ACCESS ALBERTA	PROVINCE WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES (CLERC)	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES-TRAFFIC	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA POWER LIMITED	PROVINCE-WIDE	ALTA POWER EMPL ASSOC
BYERS TRANSPORT LTD	PROVINCE-WIDE	TEAMSTERS
CALGARY, THE CITY OF	CALGARY	AMALGAMATED TRANSIT
CALGARY, THE CITY OF (AMBULANCE)	CALGARY	AMBULANCE PERSONNEL ASSOC
CALGARY,THE CITY OF	CALGARY	ELECTRICAL WORKERS
CANADIAN COACHWAYS (ALBERTA) LIMITED	CALGARY	AMALGAMATED TRANSIT
CANADIAN FREIGHTWAYS LTD	INTER-CITY	TEAMSTERS
CANADIAN WESTERN NATURAL GAS COLTDPLANT	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
CANADIAN WESTERN NATURAL GASCOLTDOFFICE	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
EDMONTON AMBULANCE AUTHORITY	EDMONTON	EDM AMBUL AUTH EMPL ASSOC
EDMONTON,THE CITY OF (POWER UNIT)	EDMONTON	ELECTRICAL WORKERS
EDMONTON,THE CITY OF (TRANSIT)	EDMONTON	AMALGAMATED TRANSIT
EDMONTON,THE CITY OF (TELEPHONES)	EDMONTON	ELECTRICAL WORKERS
GREY GOOSE BUS LINES (ALBERTA) LTD	CALGARY	RAILWAY WORKERS
GREYHOUND LINES OF CANADA LTD	CALGARY	AMALGAMATED TRANSIT
GRIMSHAW TRUCKING & DISTRIBUTING LTD	EDMONTON	TEAMSTERS
ICG UTILITIES (ALBERTA) LTD	PROVINCE-WIDE	ENERGY & CHEMICAL WORKERS
KINGSWAY TRANSPORT LTD	PROVINCE-WIDE	TEAMSTERS
LAIDLAW WASTE SYSTEMS LTD	INTERCITY	RAILWAY WORKERS
MACDONALD'S CONSOLIDATED LTD	CALGARY	TEAMSTERS
MACDONALDS CONSOLIDATED	EDMONTON	UNITED FOOD & COMM. WORKERS
NORTHWESTERN UTILITIES LIMITED (OFFICE)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
NORTHWESTERN UTILITIES LIMITED (PLANT)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
TEAMSTER MASTER AGREEMENT	EDMONTON	TEAMSTERS
TRANSALTA UTILITIES CORP	PROVINCE-WIDE	TRANSALTA EMPL ASSOC
TRANSALTA UTILITIES CORP	WABAMUN & SEBA BEACH	ELECTRICAL WORKERS

TRADE

ALBERTA BREWERS AGENTS LIMITED	EDMONTON	RETAIL WHOLESALE UNION
ALBERTA BREWERS AGENTS LTD	INTERCITY	RETAIL WHOLESALE UNION
ALBERTA LIQUOR CONTROL BOARD	PROVINCE-WIDE	A. U. P. E.
CALGARY CO-OP ASSOC LTD	CALGARY	CALCO CLUB
CANADA SAFEWAY (OUTSIDE POINTS)	INTER CITY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
EDMONTON MOTORS LIMITED	EDMONTON	EDM MOTORS LTD EMPL ASSOC
FEDERATED CO-OPERATIVE LTD	CALGARY	TEAMSTERS
FOOD FOR LESS	EDMONTON	UNITED FOOD & COMM. WORKERS
FOOD FOR LESS	CALGARY	UNITED FOOD & COMM. WORKERS
HORNE & PITFIELD FOODS LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
MEDICINE HAT CO-OP LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
R ANGUS ALBERTA LIMITED	PROVINCE-WIDE	HEAVY EQUIPMENT TRADES
SUPERSTORE	EDMONTON	UNITED FOOD & COMM. WORKERS

SERVICE

ALBERTA CANCER BOARD	INTERCITY	A. U. P. E.
ALBERTA CHILDRENS PROV GEN HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
ALBERTA FOOD & HOUSING CONTRACTORS	PROVINCE WIDE	HOTEL & RESTAURANT EMPL
ALBERTA HOSPITAL (EDM)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL (EDM) (AUX NURS)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL (EDM) (SS)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL ASSN PARAMEDIC TECH	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOC PARAMEDIC PROF.	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	AARNA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	UNITED NURSES OF ALBERTA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	C. U. P. E.
CALGARY GENERAL HOSPITAL BOARD	CALGARY	C. U. P. E.
CALGARY LOCAL BOARD OF HEALTH	CALGARY	STAFF NURSES, CALG LOC BD
CALGARY LOCAL BOARD OF HEALTH	CALGARY	C. U. P. E.
CALGARY PUBLIC LIBRARY BOARD	CALGARY	C. U. P. E.
CALGARY RC SEPARATE SCHOOL DISTRICT # 1	CALGARY	C. U. P. E.
CALGARY SCHOOL DISTRICT NO 19	CALGARY	SCH SUPP STAFF, CALGARY #19
CALGARY SCHOOL DISTRICT NO 19	CALGARY	C. U. P. E.
CARA OPERATIONS (AIRLINE SERVICE DIV)	CALGARY	TEAMSTERS
CHATEAU LACOMBE HOTEL (LANCH HOLDINGS)	EDMONTON	HOTEL & RESTAURANT EMPL
CP HOTELS LTD-HOTEL PALLISER(MAIN GROUP	CALGARY	RAILWAY WORKERS
EDMONTON GENERAL HOSPITAL	EDMONTON	ALTA HOSP EA, EDM GENERAL
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	CIVIC SERVICE UNION
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	STAFF NURSES, EDM LOC BD
EDMONTON PUBLIC LIBRARY BOARD	EDMONTON	CIVIC SERVICE UNION
EDMONTON RCSSD NO 7	EDMONTON	SCH SUPP STAFF, EDM RCSSD #7
EDMONTON RCSSD NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	SCH SUPP STAFF, EDM PDS #7
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EXTENDICARE	LETHBRIDGE & FORT MCLEOD	C. U. P. E.
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	A. U. P. E.
FOOTHILLS SCHOOL DIVISION NO.38	BLACKIE	SCH SUPP STAFF,FOOTHILLS
FORT MCMURRAY SCHOOL DISTRICT NO 2833	FORT MCMURRAY	C. U. P. E.
GLENBOW-ALBERTA INSTITUTE	CALGARY	C. U. P. E.
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	AARNA

SERVICE

GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	A. U. P. E.
GRANDE PRAIRIE SCHOOL DISTRICT NO 2357	GRANDE PRAIRIE	SCH SUPP STAFF, GP SD #2357
GRANT MACEWAN COMMUNITY COLLEGE	EDMONTON	GRANT MACEWAN NON-ACADEMIC
HEALTH UNIT ASSOCIATION OF ALBERTA (3)	INTER-CITY	UNITED NURSES OF ALBERTA
HEALTH UNIT ASSOCIATION OF ALBERTA (7)	INTER-CITY	UNITED NURSES OF ALBERTA
HIGH RIVER HOSPITAL & NH DISTRICT #11	HIGH RIVER	HIGH RIVER GH & NH SUPP STAFF
JASPER PARK LODGE	JASPER	RAILWAY WORKERS
KEYANO COLLEGE (SUPPORT STAFF)	FORT MCMURRAY	C. U. P. E.
LAKELAND COLLEGE (SUPPORT STAFF)	VERMILLION	A. U. P. E.
LETHBRIDGE SCHOOL DISTRICT NO 51	LETHBRIDGE	C. U. P. E.
MEDICINE HAT COLLEGE (SUPPORT STAFF)	MEDICINE HAT	A. U. P. E.
MEDICINE HAT SCHOOL DISTRICT NO 76	MEDICINE HAT	C. U. P. E.
MENTAL HEALTH HOSP PONOKA-AIDES	PONOKA	A. U. P. E.
MENTAL HEALTH HOSP PONOKA-SUPPORTSTAFF	PONOKA	A. U. P. E.
MENTAL HEALTH HOSPITAL BOARD PONOKA	PONOKA	A. U. P. E.
METRO-EDMONTON HOSPITAL (CAMSELL)	EDMONTON	ALTA HOSP EA, C CAMSELL GEN
MOUNT ROYAL COLLEGE (SUPPORT STAFF)	CALGARY	MT ROYAL COLL SUPP STAFF
NAIT (SUPPORT STAFF)	EDMONTON	A. U. P. E.
NB COOK (CHINOOKBRENTWOODSOUTHWOOD NH)	CALGARY	C. U. P. E.
NON-DESTRUCTIVE TESTING COMPANIES	PROVINCE WIDE	MULTI-UNION
OLDS COLLEGE (SUPPORT STAFF)	OLDS	A. U. P. E.
RESEARCH COUNCIL OF ALBERTA	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	ALTA HOSP EA, ROYAL ALEX.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL,THE	EDMONTON	UNITED NURSES OF ALBERTA
SAIT (SUPPORT STAFF)	CALGARY	A. U. P. E.
SERPATHCO SERV(CAL MED LABS PARA TECH)	CALGARY	HEALTH SCIENCE ASSOCIATION
ST ALBERT PROTESTANT SSD NO 6	ST ALBERT	C. U. P. E.
SUNNYSIDE NURS HOME AND HAVEN OF REST	MEDICINE HAT	HAVEN AND SUNNYSIDE N.H. E.A.
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	A. U. P. E.
UNIVERSITY OF ALBERTA (SUPPORT STAFF)	EDMONTON	U OF A NON ACAD STAFF ASSOC
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	AARNA
UNIVERSITY OF CALGARY (SUPPORT STAFF)	CALGARY	A. U. P. E.
UNIVERSITY OF LETHBRIDGE (SUPP STAFF)	LETHBRIDGE	A. U. P. E.
VS SERVICES LTD	RED DEER	A. U. P. E.
VS SERVICES LTD (MASTER)	INTERCITY	C. U. P. E.
YELLOWHEAD SCHOOL DIVISION NO 12	EDSON	C. U. P. E.

PUBLIC ADMINISTRATION

ALBERTA MORTGAGE & HOUSING CORP	EDMONTON	A. U. P. E.
ALTA ALCOHOLISM & DRUG ABUSE COMMISSION	EDMONTON	A. U. P. E.
ALTA GOVT-ADMIN & PROGRAM SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-ADMIN & SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-CORRECTIONAL & REGULATORY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-EDUCATIONAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-GENERAL & FIELD SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-HEALTH & THERAPY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-INSTITUTIONAL&PATIENT SER	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-MEDICAL & REHABILITATION	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-NATURAL RESOURCES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-SOCIAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TECHNICAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TRADES & RELATED SERVICES	PROVINCE-WIDE	A. U. P. E.
CALGARY THE CITY OF	CALGARY	POLICE ASSOC, CALGARY
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY,THE CITY OF	CALGARY	FIREFIGHTERS
CALGARY,THE CITY OF	CALGARY	C. U. P. E.
EDMONTON, THE CITY OF	EDMONTON	POLICE ASSOC, EDMONTON
EDMONTON, THE CITY OF	EDMONTON	FIREFIGHTERS
EDMONTON, THE CITY OF	EDMONTON	C. U. P. E.
EDMONTON,THE CITY OF	EDMONTON	CIVIC SERVICE UNION
FORT MCMURRAY CITY	FORT MCMURRAY	C. U. P. E.
GRANDE PRAIRIE,THE CITY OF	GRANDE PRAIRIE	C. U. P. E.
LETHBRIDGE CITY OF (INSIDE/OUTSIDE)	LETHBRIDGE	C. U. P. E.
MEDICINE HAT,THE CITY OF	MEDICINE HAT	C. U. P. E.
PARKLAND COUNTY NO 31	PARKLAND COUNTY	CNTY PARKLAND EMPL ASSOC
RED DEER, THE CITY OF	RED DEER	C. U. P. E.
ST ALBERT, CITY OF	ST ALBERT	C. U. P. E.
STRATHCONA COUNTY NO 20	STRATHCONA	STRATHCONA CTY EMPL ASSOC
THE SPECIAL AREAS BOARD	HANNA	A. U. P. E.